

Record \$422 top won at Washington Star

A \$422 key top minimum, highest in any Guild newspaper contract, was won in a tentative settlement at the Washington Star-News Dec. 11. The pact raises the key top \$42 over two years and provides an additional \$23 a week for pensions and health and welfare.

The settlement was reached in marathon bargaining under a unanimous strike vote taken Dec. 6, a day before contract expiration. It was scheduled to go to ratification Dec. 14.

The Guild also won a reporters'-privilege clause similar to one bargained at the

Baltimore Sun, guaranteeing jailed employees their salaries and benefits even if they do not follow the advice of company counsel. Fines and damages would be paid by the company if counsel's advice is adhered to.

The highest contract minimum, for editorial writers, is raised to \$452, up \$42. An upgrading will raise the top minimum for inside advertising solicitors by \$43, to \$247.43.

The \$422 top minimum for reporters and ad salesmen is the first key minimum to exceed \$400 in any Guild newspaper

contract. The previous contract high was \$400 at the Washington Post, under a contract expiring in March.

General increases range from \$16 for those earning less than \$176 to \$42 for those at \$251 and over.

A cost-of-living clause will give employees the equivalent of any increase over 4.75 percent in the Consumer Price Index between October 1973 and October 1974 and will add the equivalent of any similar increase the following year to the minimums from which subsequent raises will be negotiated.

The contract gives the Guild a joint pension plan for the first time, to be financed by a \$10-a-week contribution per employee. There will also be a joint health-and-welfare plan, with the Star-News paying the full cost of health and life insurance—an average increase of \$13 a week per employee.

Sick leave, formerly following past practice, will be provided henceforth at the rate of 15 days a year. Car-mileage allowances will be increased two cents a mile, to 14, and the company will pay
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Printers end walkout in Wilkes-Barre

Wilkes-Barre, Pa. — Striking printers settled a 19-day strike against the Wilkes-Barre Times-Leader, News, Record Dec. 9, but negotiations to settle the Guild's strike at the Sunday Independent foundered over management's insistence on a no-strike agreement.

The printers' strike, during which 125 Guild members honored picket lines, was settled by an agreement calling for a \$15 wage increase in the first year of a three-year contract and defining the union's jurisdiction over new equipment.

The settlement was reached Dec. 8 after three days of bargaining and was ratified overwhelmingly the next day. Guild members returned to work Dec. 10, and the Times-Leader resumed publication on the 11th.

The Independent, at a 13½-hour mediation session Dec. 11, presented the Guild a wage offer calling for a \$23 increase in key top minimums over 15 months and an updated job-security clause but conditioned it on acceptance of a proviso that would bar the Guild from striking for six months after contract expiration.

The Guild said the wage and security offers were acceptable but refused to agree to the no-strike demand.

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Second daily organized in Winnipeg

Winnipeg, Man.—The Winnipeg Guild filed a representation petition Dec. 11 on behalf of 110 advertising and editorial employees of Southam's Winnipeg Tribune.

The petition, containing the signatures of an overwhelming majority of the affected employees, was filed after a whirlwind weekend organizing campaign. Manitoba law allows automatic certification with a 51-percent majority.

The Tribune organizing drive was conducted under the leadership of International Representative Charles Dale with the assistance of Canadian Wire Service Guild members, as well as members at the Winnipeg Free Press.

The Guild drive produced a campaign sparked by the sports editor and Publisher A. R. Williams's secretary for a company
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Controls council restores raises at St. Louis paper



Photo by Karl J. Rauschkolb, Cleveland Guild

Return march

Unit Chairman Charles Webster leads Guild members back to work at the Cleveland Plain Dealer after they interrupted work for a 5½-hour meeting

Dec. 7 to discuss the transfer of a reporter-columnist to the copy desk following a bar-association complaint about his column. (Story on Page 8.)

137 San Juan members lose jobs as debt-ridden El Imparcial folds

San Juan, P.R.—El Imparcial, the second largest of Puerto Rico's four daily newspapers, suspended publication Nov. 22, throwing 137 Guild members out of their jobs.

The Puerto Rico Guild is seeking to revive the paper by buying its assets on behalf of local members and an unnamed group of investors. But its offer met initial rejection from Publisher Miguel Garcia Mendez.

Garcia Mendez said El Imparcial could no longer continue after a printing company that had been producing the paper refused further credit. The Guild had

made repeated contract concessions since 1967 to help keep the paper in business.

The Guild filed a 1.6-million-dollar suit for back wages, severance pay, notice pay and other benefits owed its members. And it filed a series of unfair-labor-practice charges accusing the company of refusing to bargain on the closing, failing to provide notice and terminating publication as a move against the Guild.

The Guild notified Garcia Mendez that it was prepared to negotiate the paper's purchase under a plan in which ownership would be shared by several in-

vestors and the paper's employees.

The Guild offered to wipe out the 1.6 million dollars owed its members, who would receive stock in exchange, and assume four million dollars in other debts owed by the company. It has raised \$250,000, in addition, as working capital.

But Garcia Mendez demanded a million dollars more in cash. While rejecting the proposal before a deadline of 5 p.m. Dec. 10, fixed by the Guild, he said it would be put before a stockholders' meeting Dec. 12, together with other proposals for
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\$32 increase at key levels OK'd for '73

The Cost of Living Council, setting aside part of a reduction in 1973 pay increases ordered by the old Pay Board, has authorized payment of an additional \$1.82 to \$9.07 a week to Guild-covered employees of the St. Louis Post-Dispatch.

Under the council's action, top minimums for reporters and outside advertising representatives, cut back to \$304.14 by the Pay Board, will rebound to \$313.21, a \$31.99 increase for the year. The Guild had negotiated a \$320.16 top, up \$35 for the year.

The additional 1973 increases will be paid retroactively to Jan. 1 at the Post-Dispatch, giving employees a lump sum of as much as \$336.

The council allowed payment of 91.4 percent of the increases effective last Jan. 1 in the second year of a three-year contract. The Pay Board had cut the increases to 65.5 percent.

The St. Louis Guild had asked the council to restore the full contractual increases for both 1972 and 1973. The council refused to allow any increase in the 1972 money, also cut by the Pay Board.

The Cost of Living Council also denied a Guild appeal for full restoration of 1972 increases cut by the Pay Board at the St.
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... and then



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Victoria pressmen strike, 170 in Guild locked out

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Boyd, Heisler, Thomas to judge contest

Robert S. Boyd, Washington bureau chief for Knight newspapers; Philip S. Heisler, managing editor of the Baltimore Evening Sun, and Helen Thomas, senior White House correspondent for United Press International, will be the judges for TNG's 1973 Heywood Broun Award contest.

Their selection was announced this week by Noel L. Wical, contest chairperson. The deadline for entries is Jan. 18.

The winner will be announced at an award luncheon to be held at the National Press Club in Washington Jan. 28.

A \$1,000 prize and a Guild citation will go to the winner. The contest, for journalistic work in the spirit of Heywood Broun, the Guild's founder and first president, was won last year by Carl Bernstein and Bob Woodward of the Washington Post.

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

Boyd, who has been Knight bureau chief since 1967, shared a Pulitzer Prize himself in 1972. He worked three years with the State Department before becoming a reporter for the Lafayette (La.) Daily Advertiser in 1953 and then state editor of the Benton Harbor (Mich.) News-Palladium.

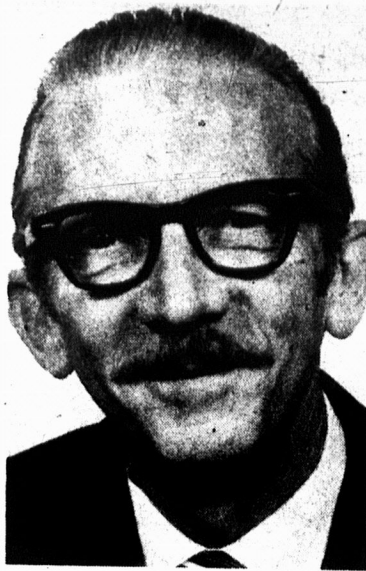
He was a Guild member at Knight's Detroit Free Press for three years before becoming news editor at the Washington bureau in 1965.

Heisler, a graduate of Pennsylvania State University, was a sports reporter for the McKeesport (Pa.) Daily News before joining the Sun staff in 1939.

He was a war correspondent in the Pacific area for the Sunpapers and Reuters and became editor of the Sunday Sun magazine in 1946. He has been managing editor since 1949.

Thomas, the first wire-service newswoman to be assigned to the White House on a permanent basis, has had a number of other firsts: first woman to close a Presidential press conference, first woman elected to the board of the White House Correspondents' Association and first woman officer (financial secretary) of the National Press Club.

She worked as a copy girl for the old Washington Daily News in 1942 and 1943 before joining UPI as a radio writer-reporter. She is a member of the Wire Service Guild.



PHILIP S. HEISLER



ROBERT S. BOYD



HELEN THOMAS

Twin Cities votes to disavow call for Nixon's impeachment

Members of the Twin Cities Guild voted 284 to 106 to disavow the International Executive Board's call for the impeachment of President Nixon in a referendum that ended Dec. 10.

Other reaction to the IEB's Nov. 15 action included critical petitions from Chicago and Gary members, rejection of a motion to endorse by the New York Guild's executive committee, an ad of disassociation by 110 of 850 Washington Post Guild members and a column in the Washington Star-News by Guild member Tom Dowling supporting the IEB.

Meanwhile, North Jersey Guild members, in an informal poll initiated before the IEB's impeachment call, voted 115 to 56 against the local's supporting efforts to impeach Nixon.

The referendum in the 640-member Twin Cities Local was authorized by a 12-to-1 vote of its executive board, with seven of its number recommending that members vote to disavow the impeachment call.

The Gary petition, signed by 46 of 53 members working in the Post-Tribune's editorial department, said the signers "don't challenge the board's right to take such a position" but do "object to being linked with political positions by the union's leaders."

Asking the IEB to "please... leave political issues to the politicians," the Gary petition said that political stands such as the call for impeachment and endorsement of candidates "under-

mine" the signers' efforts to "maintain objectivity in our news coverage" by "making it appear we are less than objective."

The Chicago petition, signed by 45 of 205 members of the Daily News Unit and two of 220 members of the Sun-Times Unit, said that TNG "was formed to bargain collectively for us and to improve working conditions, not to speak for us politically." It went on to "disassociate" the signers from the "latest exercise in this area, and all future exercises."

The Washington Post members' ad, in the Dec. 10 issue of that paper, said that "people in the news business must maintain impartiality toward the individuals and events they cover both in appearance and fact," stating that the IEB's impeachment call "severely compromises this appearance of impartiality."

But Dowling, who grilled TNG President Charles A. Perlik, Jr., while preparing his Nov. 24 column, pointed to 1973 Guild

Convention delegates' two-to-one rejection of a proposal to submit political endorsements to referendum.

"I take that vote as a rank-and-file mandate empowering the Guild board to take public stands it deems in the interest of the Guild," he wrote, adding that the impeachment call was "by no means inimical to the best interests of newspapermen."

While noting that actions critical of the IEB "may appear prudent and judicious," with their "underlying concern for the appearance of objectivity," Dowling said he views that argument as "prudent to the point of expediency, judicious to the point of unreal purity, ultimately based on a PR fallacy detrimental to the public, if not the press."

Elsewhere, the Washington chapter of Women in Communications Inc. voted to urge the Senate and House Judiciary committees to investigate completely grounds for possible impeachment.

Appeals court upholds fines in '69 Erie strike

Philadelphia, Pa.—The Third Circuit Court of Appeals has tossed out a National Labor Relations Board ruling that the Guild cannot assess strikebreaking fines against supervisors at the Erie Times and News.

The board remanded the case to the NLRB with a directive that it determine whether the supervisors performed rank-and-file work during the Erie Guild's 1969 strike.

The court also upset the NLRB's finding that one of four employees whose fines are in dispute is a supervisor. It held that Women's Page Editor Betty Peebles could not be considered in that category.

But the court ruled that the other three—City Editor Janice Hauserman, Telegraph Editor Richard Kubeja and City Circulation Manager Gerald Szozorek (now national-advertising manager)—were supervisors. The Guild had disputed all four.

The legality of union fines for supervisors who do rank-and-file work during a strike is a question headed for review by the Supreme Court. Two other appellate courts, in addition to the one

here, have held they are proper; a third has ruled they are not.

The Third Circuit Court, in ruling on the Erie case, cited similar decisions handed down by the Ninth Circuit Court in San Francisco in a case involving a printers' strike at the San Rafael Independent-Journal, and by the District of Columbia Court of Appeals in a case involving an electricians' strike against a Florida power company.

The Erie Guild maintains that most of the work performed by the three employees during the 4½-month strike was nonsupervisory.

The circuit court, in line with recent Supreme Court rulings on the question, declined to judge whether the fines were unreasonably large. The four employees involved were fined from \$6,900 to \$8,200.

Correction

The top minimum for mailers and drivers at the Elizabeth Daily Journal is to be increased by \$41, to \$258, in a new 27-month contract, rather than by \$52, as reported in the Nov. 9 GR.

Second daily organized in Winnipeg

(Continued from Page 1)

union, paralleling a move that followed Guild certification at the Free Press.

The organizing drive at the Tribune came as the Winnipeg Guild continued its fight for an initial contract at the Free Press. The Free Press, fulfilling a threat to fight Guild certification all the way, has asked the Manitoba Court of Appeal to overturn it.

The Free Press's bid to quash the Guild's certification for 167 editorial and advertising employees was dismissed Nov. 8 in Queen's Bench Court. The company charged that the Manitoba Labour Relations Board had been unduly influenced by members of the province's New Democratic government.

The Free Press has vowed it would fight the case all the way to the Canada Supreme Court.

The Guild, which was certified in July, has asked the labor board to prosecute the Free Press for refusing to bargain an initial contract.

Pacific Northwest seeks unit of 70 in Bremerton

Seattle, Wash.—The Pacific Northwest Guild has filed a petition to represent 70 employees in nonmechanical departments of the Bremerton Sun.

The Sun, a John Scripps paper, is a 30,000-circulation evening daily across Puget Sound from Seattle. The Guild filed Nov. 30 for a unit of advertising, business-office, circulation and editorial employees.

The Sun's mechanical departments are already organized.

Detroit files for six more at Mount Clemens daily

Detroit, Mich.—The Detroit Guild is seeking to add six elevator operators and janitors to its unit at the Macomb Daily in suburban Mount Clemens.

The Guild filed a representation petition with the National Labor Relations Board Nov. 26. The maintenance workers are paid by the real-estate company that owns the Macomb Daily building, but the firm responded to the Guild petition by claiming that it has no maintenance employees.

Madison Guild loses radio-station vote

Madison, Wis.—The Madison Guild lost a representation election Dec. 5 among employees of radio station WIBA, owned by the Madison Capital Times. The vote was 20 to 10.

Shortly before the election, the station's general manager told a captive-audience meeting that if the Guild won, WIBA would probably be sold and that it would mean "the end of this business as we know it."

Jan. 15 deadline set for scholarship

Jan. 15 is the deadline for applications for TNG's 1974 Irving Leuchter Memorial Scholarship to Harvard University's Residential Trade Union Program in union administration Feb. 13 through May 9. The \$3,000 scholarship is intended to cover tuition and room and board but not lost time.

The scholarship to the Harvard program, which is conducted at a professional level of instruction, is open to local and international officers, local and international administrative staff and, in special circumstances, to persons who formerly held such positions or who can be reasonably expected to assume them in the near future.

Further details, including the application procedure, can be obtained from Guild locals. Applications should be made directly to the Harvard Trade Union Program, which administers the scholarship. Unlike nominees for TNG's Guild Service Award, applicants need not be nominated by their locals.

The deadline for nominations for the 1974 Service Award is Jan. 18 at TNG headquarters. The award, a scholarship of up to \$1,500 for a short course in labor education, is limited to local members and unpaid local officers.

Victoria pressmen strike, 170 in Guild locked out

Victoria, B.C.—One hundred and seventy Victoria Guild members were thrown out of work Dec. 1 when F.P. Publications' Victoria Times and Colonist bolted their doors minutes after pressmen struck as their contract expired.

The pressmen, who had been bargaining jointly with the Guild and other craft unions, struck after management rejected proposals for protection of their jobs against the effects of automation and possible merger or consolidation.

The Guild, the pressmen and three other unions began publishing a thrice-weekly strike paper Dec. 6. No negotiations were scheduled following an abortive session on the first day of the strike.

A sign posted on all entrances to Victoria Press Ltd. announced the suspension of publication and said there was thus "no work to perform."

Employees who questioned management about their status were read the following statement:

"This is not a dismissal or a discharge. It is not a layoff, but it is the direct result of the pressmen striking the plant with full knowledge, consent and contrivance of the other unions in the building. . . ."

But the Guild launched a grievance claiming wrongful dismissal and asking severance and dismissal pay totaling almost \$250,000 for its members.

The major issue in the pressmen's strike and the major concern of all unions bargaining through the Victoria Joint Council of Newspaper Unions is job security.

The joint council advised management during the first day of negotiations in October that the question of job security in the light of technological change, possible merger and consolidation of the two newspapers and the contracting out of work under union jurisdiction must be resolved before discussion of any other contract proposals could begin.

The council asked both for guarantees to insure that no present employees would lose their jobs for these reasons and for a share of the profits brought about by increased productivity.

The company has announced

that it is in the process of converting its present hot-metal process to a cold-type process and as a result would require fewer employees to publish the Times and Colonist.

The company offered job guarantees to employees with two years' service. But it would not agree to share any profits resulting from its conversion to cold type.

The pressmen's union (a local of the new Printing and Graphic Communications Union) advised the company early in November of its intention to strike, and on

Nov. 30 it suggested that bargaining continue until its contract expired at midnight. Management representatives replied that they had dinner engagements that evening and could not meet.

Meetings on Dec. 1 failed to produce any movement on the part of the company, which then refused to meet on Dec. 2 because it was a Sunday. On Dec. 3 provincial mediator Clark Gilmour attempted to bring the parties together but reported a hardening of management's attitude and adjourned the talks at his call.

Minutes after the adjournment of negotiations, the five unions represented by the joint council—the ITU printers and mailers, the pressmen, the stereotypers and the Guild—agreed to produce an interim newspaper.

Despite many obstacles, including a scattering of printing and press facilities all over Vancouver Island and in the city of Vancouver on the mainland, 40,000 copies of the Victoria Express hit Victoria streets Dec. 6.

The first issue contained 16 pages, with almost 50 percent advertising. Public response to

the interim newspaper both in street sales and advertising was excellent, according to William H. McLeman, the Guild's Canadian director, who is on the scene to assist in the strike-lockout situation.

The Guild's contract with the two Victoria papers expires Jan. 31.

The initial contribution to the Victoria Guild benefit fund was a check for \$1,000 from the Vancouver-New Westminster Guild. Appeals for financial assistance have been sent to other Guild locals.

Mediation session postpones CBC strike

Montreal, Que.—A scheduled strike against the Canadian Broadcasting Corp. was postponed by the Canadian Wire Service Guild Dec. 7 when a federal mediator called a new meeting here to settle a festering dispute over a new contract.

The Guild, whose members had walked out from coast to coast for eight hours Nov. 20 when a previous mediation session failed, had planned a strike of limited duration starting Dec. 9 in an escalating war of nerves against the company.

It decided to postpone the action indefinitely when it learned that the company would present a new proposal at the mediation session. Bargaining continued Dec. 13 under a news blackout.

CBC top management had twice vetoed settlements reached by its negotiators and has rejected a settlement recommendation made by a federal conciliation commissioner. That report called for increases of 7.5 percent immediately and 6.5 percent July 15, plus upgradings amounting to 4.5 percent—the essential terms of the settlement reached earlier with CBC negotiations.

At the Nov. 20 mediation session, CBC said it would pay the recommended increases only if the Guild gave up evening and night differentials and agreed to allow buyouts of overtime, call-back pay and other benefits.

When the Guild negotiators reported the proposals to members of the local's national council, members walked out in news-

rooms across the country, blacking out or cutting CBC newscasts.

A brief furor was touched off when the Guild disclosed it was considering blacking out the Grey Cup professional football championship Nov. 15 by picketing the stadium. Broadcast Engineers said they would honor the picket line, but on the eve of the game the Guild said it had decided not to take the action because its quarrel was with CBC, not the public.

Donald MacDonald, president of the Canadian Labour Congress, accused CBC of failing to "face up to its responsibilities as

an employer" and called on it to begin good-faith bargaining with the Guild.

MacDonald urged the government to take immediate action to force CBC into meaningful negotiations.

But Labour Minister John Munro rejected a Guild request for permission to prosecute CBC on unfair-labor-practice charges—failing to appoint negotiators with authority to reach an agreement and introducing issues in mediation that had already been settled.

"We thought we were dealing with the organ grinder," said

International Vice President Jerry E. MacDonald, treasurer of the local, "but it turned out the CBC was making monkeys of its own bargaining team."

TNG President Charles A. Perlik, Jr., has granted strike approval, and the local is considering strike action at the height of the Christmas season—from Dec. 22 to 27.

The Guild has sent a series of letters to members of other unions at CBC, asking support in the event of a strike and urging them to register their protests against CBC's stand with CBC and government officials.

Guild 'adopts' Painesville strikers

Painesville, Ohio—The Cleveland Guild has launched an "Operation Christmas" fund to help brighten the holiday of Typographical Union members on strike against the Painesville Telegraph since July 6.

The Guild has offered its solid support to the 32 printers, reporters and circulation employees on strike against the Donald C. Rowley newspaper, located 35 miles east of Cleveland. The strike is over union recognition and an initial contract.

For Thanksgiving, the Guild conducted an "Operation Turkey." Using funds raised with the cooperation of the Meat Cutters, Machinists and Retail Store Union, it delivered a 10- to 12-pound turkey for each striker.

Guild Executive Secretary Jack F. Weir said the Guild was "pleased to help, in the spirit of union solidarity, newspaper workers on strike against a violently antiunion newspaper baron."

In October, nine Cleveland Guild members spent an entire Saturday in Painesville going from door to door with the strikers and urging Telegraph subscribers to cancel their newspapers. The circulation of the Telegraph, which has continued to publish with nonunion workers, has been cut by nearly half from 20,000.

After their day's work in the field, the Guild members hosted a beer party for the strikers.

Guildsmen also have put in picket duty on the Telegraph line.

Telegraph composing-room employees earned \$1.60 an hour before the strike, reporters and photographers with regular college degrees got \$2.25, while a journalism degree was worth \$2.26½ an hour. Circulation district managers were at the top of the pay scale, at \$2.75.

A woman reporter with 40 years' service earned \$130 a week when she walked out.

The strikers have begun an



Turkey turnover

Cleveland Guildsman Jon Bixler, right, presents Thanksgiving turkeys to striking Typographical Union members at the Painesville Telegraph. Joining in the presentation to strikers Barbara Schechter and Michael Marcellino is John Osters, president of the Lake County AFL-CIO Central Labor Council. A Christmas aid drive is now under way.

interim newspaper, Lake County Today, which is published Monday through Friday with a circulation of 5,000.

In what is considered by labor observers as one of the harshest sentences in memory, four of the strikers were fined and given brief jail terms for violating extra-strict provisions of a court

injunction governing the strike.

Visiting Common Pleas Judge Robert B. Ford from rural Geauga County meted out jail terms of up to three days. Nine strikers were fined a total of \$1,600 for blowing whistles, shouting at picket-line crossers and spitting on executives' cars. The union is appealing.

Guild regains benefits lost in Pulitzer lockout

St. Louis, Mo.—The St. Louis Guild, grieving over losses suffered by members laid off during a six-week Teamsters' strike, has won the restoration of virtually all lost benefits except wages at the St. Louis Post-Dispatch.

The Guild is attempting to win a similar settlement at the Globe-Democrat.

The Post-Dispatch agreed to pay medical and life-insurance premiums and weekly auto-allowance minimums for the entire Aug. 22-Oct. 5 strike period. It also will grant one compensating day off each for the Labor Day holiday, any birthday holiday occurring during the strike, any funeral leave that would have been covered and any jury duty served.

The strike period will be considered time worked for purposes of progression increases, vacation credits, life insurance and other benefits.

The Post-Dispatch and Globe-

Democrat locked out Guild members and craft unionists at the start of the strike. Guild Executive Secretary Robert A. Steinke said at the strike's conclusion that the stoppage could have "a long-lasting impact on employee-employer relationships, especially if the Post continues to negotiate contracts and administer them in an atmosphere of containment rather than an atmosphere of accommodation."

The Guild reported the receipt of \$2,500 in contributions from other locals during the strike, as follows:

New York Guild	\$1,000
Washington-Baltimore Guild	500
San Francisco-Oakland Guild	200
Chicago Guild	100
Buffalo Guild	100
Cincinnati Guild	100
Vancouver-New Westminster Guild	100
Wilkes-Barre Guild	50
Denver Guild	50
Toledo Guild	50
Gary Guild	50
Madison Guild	50
Harrisburg Guild	50
Montreal Guild	25
Victoria Guild	25
Stockton Guild	25
San Diego Guild	25

...And then came the Guild



SINCE THE CIVIL WAR, almost every sort of professional and union organization has been given a try by editorial workers for daily newspapers. More than four decades of experimentation with various types of news-writers' unions and near-unions preceded the birth of the American Newspaper Guild at Washington on Dec. 15, 1933.

This experimentation offered numerous alternatives to the Guild's present structure and methods. With the exception of the old-time press clubs that flourished before the daily newspaper industry's big-business era, however, none of these possible alternatives was notably successful. And the success of the press clubs—frequently assured by contributions from interested businessmen and politicians—was certainly not in the line of improving the prestige or the general wages and working conditions of the newspapermen as such.

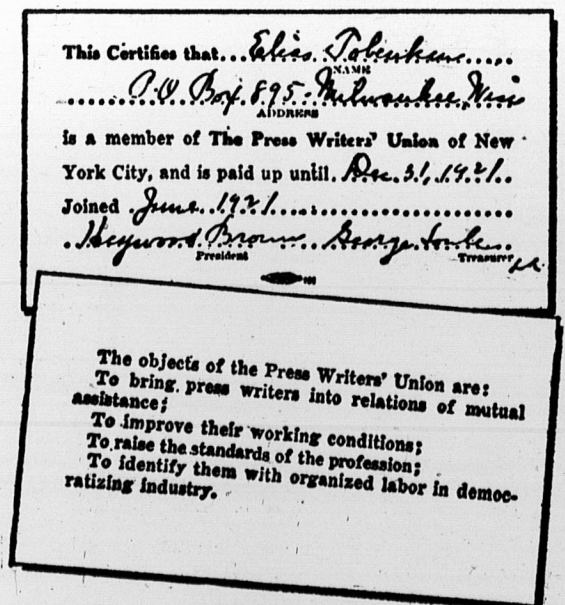
Historically considered, in short, during the period after the Civil War in which newspapers' mechanical craftsmen were combining collective bargaining with beneficial programs, their news-writing fellows—with a Bohemian and incipiently "professional tradition"—sought to link good fellowship with provisions for the relief of their distressed members. Despite meager pay, they disdained joining in a movement that would tend to affiliate them permanently with mechanical workers. They, like most "white collar" workers, intended to find financial relief through individual advancement, through taking a place among the executives, the employers, in the newspaper industry or elsewhere. Reporting or desk work was merely a means to an end; typesetting or press operation was, for many, an end in itself.

The growth of "counting-room" methods, evidenced by the passing of the "great editor" period and the rise of the modern "editor-publisher," plus favor-getting excesses, finally caught up with the press clubs. "Ugly rumors concerning the methods employed by press clubs all over the country in supplementing their incomes," asserted Editor & Publisher in 1913, "have been in circulation for some time."

Press clubs were part of the old-time "romantic" days of reporting. Newswriters' unions, after many experiments and failures, finally became the "press clubs" of "counting-room" journalism.

Union was proposed in 1886

THE FIRST REFERENCE to unionization among newswriters was apparently printed in "The Journalist" in 1886. "Efforts have been made from time to time by progressive men," it said, "to organize a union or brotherhood



Memento

Membership card in the short-lived New York City Press Writers' union signed by President Heywood Broun, who later became the Guild's first president. The card was issued to the late Elias Tobenkin, a New York writer.

Forty years ago Dec. 15 a group of 37 editorial employees of newspapers from around the U.S. gathered in Washington to found the American Newspaper Guild (as The Newspaper Guild was called until 1971).

In observance of the Guild's 40th anniversary, we are reprinting most of the text of an early pamphlet, "...And Then Came the Guild," recounting the previous history of news employees' attempts to organize. As the pamphlet's foreword noted, "Each of these alternatives failed to produce more than the most limited and temporary results, and their failures are as much a part of the Guild's history as are the Guild's own successes."

The pamphlet was written by Arthur McClung Lee, visiting professor of journalism at the University of Michigan at the time and a sociology professor at Wayne University in Detroit. Now retired, he is the author of "The Daily Newspaper in America," an exhaustive sociological history of the industry still required reading in many graduate schools of journalism.

among writers for the press. The suggestion toward that end which appeared in these columns some time since, met with a hearty and enthusiastic response, but that is the last I have heard of it." The paper thus finally became discouraged from advocating "a mutual protective organization."

Newswriters in Pittsburgh were stirred by the agitation preceding "H. C. Frick's War" of 1892 at Homestead, Pa. Under this broad stimulus, they decided in 1891 that it was time for them to follow the example of the better-paid mechanical workers and form a union. Fifteen got together and obtained a charter on Oct. 13, 1891, from the International Typographical Union as Pittsburgh Newswriters Union No. 1. The ITU, in order to aid in this move, had amended its constitution that year to authorize the chartering of local unions of "editors (other than managing editors) and reporters."

While the contemporary Pittsburgh dailies did not fail to chronicle the banquets and jaunts of the Pittsburgh Press Club and the International League of Press Clubs, none mentioned the new union. It died, and the ITU suspended its charter on May 1, 1892. Only "impartial" and, hence, nonunion or anti-union reporters could cover the strikes and other conflicts of the "steel city" to the satisfaction of Fourth Avenue, the city's Wall Street. Another Pittsburgh union, No. 5, the last recognized there by the ITU, held its charter briefly in 1897-98; it fell a victim to the precautions of the potent Pittsburgh Newspaper Publishers' Association.

The years 1899-1900 and 1902-04 witnessed the chartering of 28 newswriters' unions by the ITU. The first of these periods—1899-1900—were the years in which the American Newspaper Publishers' Association began its systematic labor-relations program. A series of difficulties between publishers and the ITU in these years at first caused publishers to strengthen their local associations and then finally brought ANPA labor policies a little more into the open. At the suggestion of an ANPA committee appointed in 1899, the publishers' body organized a labor bureau in 1900 directed by a "special standing committee" and financed by voluntary contributions. This committee made its first arbitration agreement with the ITU for one year, effective May 1, 1901. The years 1902-04, the second period mentioned above, were those in which the ITU made an attempt to regain its industrial-union status in the face of a secessionist movement.

ITU locals were short-lived

THE 1899-1900 and 1902-04—the second and third—waves of unionizing among newswriters soon spent themselves. The newswriters' vice president failed to attend the

1906 convention, and the ITU struck reference to newswriters' unions from its constitution the next year.

Of the 59 charters issued by the ITU to newswriters' locals in 1891-1919, only six unions held them for more than five years. It took strong pronouncement locally and the backing of other trades to keep editorial workers even partially unionized in such a few cities. Only Boston, Milwaukee, Columbus, Scranton, New York and Philadelphia, usually with labor-paper staffs either as a nucleus or as the whole membership of the local, furnished the necessary conditions. The story of the success of the Scranton local, chartered in 1904 and rechartered in 1907, one of the most long-lived, has been frequently recounted and will not be retold here. For many years prior to the organization of the Guild, it maintained high salaries and otherwise satisfactory working conditions. (The Scranton local is now Local 177 of the American Newspaper Guild.)

Reporters, meanwhile, were occasionally trying to work along more "professional" lines to raise their pay and improve their general working conditions. Butte, Mont., had had an ITU newswriters' union in 1904-06 that the publishers had smashed. In 1912, therefore, the editorial workers formed the Butte News Writers Association. D. G. Liepheimer of the Butte Daily Post spoke in 1916 of the organization as follows:

"We compare the organization here to other societies, such, for instance, as the medical society, the bar association or the society of engineers. This organization has never come before the publishers as a labor organization with demands regarding wages or other matters to be expected of a trade union."

This "association," too, never matched the achievements of the Scranton union. It resembled the early and ineffectual stages of Actor's Equity Association, formed in 1913, except that actors regard acting as a life-long vocation. Actor's Equity joined the American Federation of Labor in 1919, struck and became a powerful factor in the American theater. Equity's example temporarily encouraged newswriters and then became useful to the Guild as an analogy later.

The International Typographical Union chartered no newswriters' unions in 1916-18 but recognized 15 in 1919, its last. Postwar maladjustments associated with the reassignment of men from the army and the war industries had brought a wave of unionization and strikes among newswriters, as among other workers.

Boston union wins demands

AMONG THE OLDER REPORTERS' unions that survived, the experience of Boston Newswriters' Union No. 1, chartered in 1895, furnishes a useful illustration of the stage of editorial unionization reached just after the First World War. This union expanded its membership in 1918-19 to include some 180 of the 210 editorial workers on the city's seven dailies. After a series of negotiations with the publishers, it voted on July 3 to strike unless wage increases and union recognition were granted. The Boston Central Labor Union pledged the writers "moral and financial" support and sent a committee to discuss recognition with the publishers. Thus aided and with the probability that all mechanical employees would join them, the union made the Boston Newspaper Publishers' Association agree on July 22, 1919, "to grant the demands of the Newswriters' Union for a minimum wage scale of \$45 per week for rewrite men and copy readers, \$38 for reporters and staff photographers and \$30 for district men. Members of the union who receive more than a minimum scale will receive 'proportional increases.' The scale is retroactive to June 1." The quotations are from the New York Times.

Members lost interest with the disappearance of the immediate need, but employers remained vigilant. And Boston No. 1 was declared de-

funct by the International Typographical Union on Oct. 31, 1923.

'Professional' union defeated

PUBLISHERS TOOK THE 1919 wave of unionization quite seriously and fought it decisively. The newswriters of Louisville, Ky., scheduled a meeting, but it was "postponed" when a "Courier-Journal" reporter stated that a high official of the Courier-Journal and Times Co. had called a staff meeting the preceding evening and had served notice that any employee signing an application for a union charter might consider himself automatically discharged," according to a report in Editor & Publisher.

The New Haven, Conn., publishers battled their unionized writers to a finish. Their reporters struck Sept. 14, for a minimum of \$5 a day for a six-day week and \$3 extra for additional assignments at night. To maintain their "professional" tradition, they did not petition the ITU or any other body for a charter, but they did publish a strike paper, the New Haven Daily Reporter, to enlist popular support. The publishers, however, hired high-school boys and a few experienced "scabs" to take their places.

"The Register," declared Hugh Kennedy, its business manager, "will not take any strikers back, whether they resign from the union or not. The strike is over as far as the publishers are concerned." And it was. Those who took the strikers' jobs were soon blessed with some of the lowest editorial wages in the land in view of the city's size, particularly after J.D. Jackson completed his control and merging of the town's dailies.

Since the publishers objected so strenuously to unionization of their newswriters along ITU lines, some members of the craft in St. Louis decided that another type of organization might be more practical. The "St. Louis Plan," sponsored by the St. Louis Association of Journalists, attracted wide attention late in 1919 because it resembled the "Butte plan" and sought to achieve "the same distinction" which is accorded the association of lawyers, physicians and the like.

Formed in 1919 and enrolling "nearly 150" editorial workers, it did not, despite its "dignity," avoid economic problems. "As one of the first results 'memorials' were presented by the members of the Post-Dispatch 'chapter' and those of the St. Louis Times 'chapter,' asking that the publishers note the discrepancy in the advance of prices for living and the advance in salaries," to quote from Editor & Publisher. These requests brought a "20 percent bonus, retroactive in its effects for the Post-Dispatch, with an average raise in addition of 10 percent for each man, and a substantial raise for the Times men."

Had publishers' support

THE ST. LOUIS A. J. gave a newspaper's or newsgathering agency's employees "original jurisdiction" as a unit of the association over "domestic" matters between themselves and their employer. It permitted the unit, however, to appeal for aid to the whole city association. Sam Heilman, managing editor of the St. Louis Republic, asserted that the society "has the cordial support of the publishers and is not affiliated with the AF of L."

Richard L. Stokes, music and dramatic critic of the St. Louis Post-Dispatch and president of the association, wanted to "repudiate the snobbery which would regard newswriters and reporters as being in some mysterious manner too superior to affiliate with union labor," but he wanted "newspaper men, because of the singularity of their function as public servants," to "abstain, except as a last resort, from any alliance that under the remotest contingency ever became entangling."

This theory led the association to admit all of the city's managing editors as charter members. The organization's constitution provided only the following recourse to cope with business-office pressure that might be transmitted

through such executives:

"Broken faith with an employing newspaper or with the association shall be deemed fitting cause for an investigation by this organization looking to the expulsion of the offender or offenders from membership."

The association's constitution did eliminate two press-club abuses: It would not admit to membership a "person who is not, at the time of his application for membership, actively engaged in the profession of journalism as a daily occupation" and associate members. The association wanted, "by fair and open means," to "advise and work for . . . such adjustments of salaries as are deemed necessary," to raise employment standards for news workers, to "encourage the confidence on the part of the public in the integrity and high ideals of newspapers and their professional workers" and to "encourage sympathetic co-operation between newspaper publishers and their professional employees."

From the "St. Louis Plan" sprouted the American Journalists' Association, provisionally formed by the St. Louis organization on Oct. 8, 1919, and manned by its own officers. The group then began to promote the establishment of pseudo-unions similar to its own in other cities. The total revenues of the AJA and of all its subsidiary bodies were to be derived exclusively from dues, fees and assessments paid by the members themselves. The organization specifically eliminated the sources of revenue that had brought the old press clubs into disrepute.

AJA no substitute for union

DEAN WALTER WILLIAMS of the University of Missouri School of Journalism issued an "enthusiastic endorsement" of the association and permitted his students to petition for the first associate-chapter charter. Stokes, as president of the AJA, gave several talks in other parts of the country explaining the association's aims and ideals. Editor & Publisher went out of its way, for a while, to



At the Guild's birth

Gen. Hugh S. Johnson, National Recovery Act administrator, addresses the Guild's founding convention. Seated at the head table, from left,

are Cleveland Guildsman Robert Bordner, Guild attorney Morris Ernst and columnist Heywood Broun, the Guild's founder and first president.

forward the AJA. This journal even began a weekly feature, "The American Journalists' Forum," in 1920 under AJA auspices.

This combination of the "best qualities" of press clubs and of bar and medical associations with an economic-relief plan in the AJA proved unstable. Employer representation through the admission of news executives stifled—after the first flurry of success—effective action by employee members. The publishers, fully aroused, did not regard AJA as a satisfactory substitute for straight unions, affiliated with the ITU; they did not want any economically minded association among their reporters. And the AJA speedily died.

The "hard times" of 1921 killed off the three of the 15 newswriters' unions chartered in 1919 by the ITU that had not collapsed in 1920. The extent to which newswriters complicated ITU negotiations, too, led the typographers to relinquish jurisdiction over editorial workers on May 2, 1923, after a referendum. A total of nine newswriters' unions were chartered by the AF of L in 1923-35, five of which lived long enough to be taken over by the Guild on Aug. 11, 1936.

The death of the New York Globe by the hand of Frank A. Munsey on June 2, 1923, throwing 600 out of employment, the New

York pressmen's strike in September of that year and the subsequent collapse of the New York Leader, Norman Thomas's labor daily, combined to occasion the first serious effort to get an international charter for newswriters. Estimates of unemployed reporters in the city varied from 800 to 1,000 down to 200 to 500. Heywood Broun, New York columnist and president of the New York News Writers' Union, an independent body, headed the move to form an international organization but did not get the support expected. "Coolidge prosperity" drained off many of the unemployed and the dissatisfied into press-agenting jobs and other nonnewspaper jobs. Publishers did what they could by judiciously raising a salary here and firing a man there.

The depression following 1929 brought more serious unemployment and wage cuts, and these, together with the National Industrial Recovery Act of 1933, gave newspapermen the impetus that was needed. Unions, bearing a variety of names, sprang up in many cities throughout the country. Broun's prestige among newspapermen and his experience in union activities singled him out as the logical leader around whom the movement could unite, and the American Newspaper Guild was formed at Washington on Dec. 15, 1933.

Guild converted early to 'one big union'

THE GUILD, AT ITS founding convention in 1933, limited itself to editorial employees. It didn't stay that way long, however.

The 1935 Convention adopted a resolution favoring the industrial-union form of organization and amended the constitution to state that one of the Guild's purposes is "to promote industrial unionism in the newspaper industry." And just two years later, in 1937, the Guild expanded its jurisdiction to include all nonmechanical employees.

The step was taken, as Heywood Broun, the Guild's founder and first president repeatedly noted, to strengthen the union in its battles with newspaper publishers.

In recent years Broun has been represented in some quarters as favoring a union of editorial employees only. One of the more recent instances was an article by Washington Post reporter Haynes Johnson in the November/December 1972 issue of the Columbia Journalism Review.

Johnson, in his peroration to an article headed "The Newspaper Guild's Identity Crisis," wrote: "We have come full circle. Heywood Broun's intent, as he wrote in his celebrated column some four decades ago, was to 'form a union for newspaper people.' Will the next Heywood Broun please step forward?"

To set the record straight, TNG President Charles A. Perlik, Jr., sent a letter to the Review detailing Broun's consistent advocacy of

industrial unionism in the newspaper industry. The Review failed to print it.

"Broun believed in industrial unionism in the newspaper industry and strived for the Guild to expand its jurisdiction and affiliate with the emerging Committee for Industrial Organization, forerunner of the CIO," Perlik wrote.

"He told the 1935 Convention of the American Newspaper Guild that, 'I am entirely in favor of industrial unions in the newspaper industry. I have said so on previous occasions, but that may not be known to some of the delegates.'"

"During the 1937 Guild Convention, when the question of expanding the Guild's jurisdiction and affiliating with the CIO was being debated, Broun temporarily relinquished his chairmanship of the convention and spoke on the issue from the floor."

"He noted that office workers on newspapers were beginning to organize and the American Federation of Labor was ready to take them in. He said, 'I have heard some people say that if we take in the office workers, they will outnumber us. It is quite true.' He made a comparison of the office workers and the Guild to the Indians and Gen. Custer, saying, 'What a fool Gen. Custer was to let all those Indians ride around him and massacre him, instead of asking them to join him. I say for our own self-interest we should immediately vote to join the CIO and invite them to join us.' "Broun's desire for the Guild to

affiliate with the CIO did not begin in 1937. In 1936, when AFL President William Green formally presented the Guild with its AFL charter, Broun had hardly received the charter when he announced that he intended to resign as president of the Guild the next day and stand for re-election on the issue of affiliating the Guild with the CIO. Later the same day he withdrew his resignation as president, but he joined the CIO as an individual.

"He was quoted as saying: 'Of course, my joining the CIO is intended to bring about a speedy referendum of the entire membership of the Guild. I hope and believe that the Guild membership will support me in declaring adherence to the principles and the leadership of the CIO.' And in 1937, while touring Guild locals urging support of CIO affiliation, Broun said he 'would resign as president if the membership repudiated the CIO.'"

"In 1937, the Guild voted by a referendum of the membership to affiliate with the CIO, but Broun continued to express his view on industrial unionism in the newspaper industry. He told the New York State CIO convention in 1938, 'I know it can't be done in a few days, but I am perfectly convinced that the strength of the movement in the newspaper industry would be increased if every single person on the payroll were in the same union and were working under the same contract, where a contract would be

negotiated for all at the same time, and the contract expired on the same date."

"I challenge and defy anyone to refute that industrial unionism on a newspaper would add strength to the men and women who work there. I believe the Guild has added strength to itself by getting away from the notion that only reporters were eligible to membership in the Guild."

"Broun expressed this same view to Guild conventions, and to the 1939 Convention, the last Guild convention before his death. Broun said, 'I feel the vitality of the American Newspaper Guild lies with the new people, the men and women coming in from the business offices, the circulation department and the advertising department. . . . Our strength is in broadening that base, in founding a good, solid, vertical, industrial union."

"I would like to live to see it—that some day we will have a union in newspapers in which we will have complete organization up and down the line, everybody in the city room, in the mechanical departments and in the business office, as well."

"The Guild has not come full circle; rather, it has not yet acquired the full structure Broun envisioned. If Broun were here today, or if the counterpart Johnson so ardently seeks steps forward, there is little doubt that the wisdom and vision of those who sought and formed the current structure of the Guild would be even more apparent today."

Perlik warns against modified House shield bill

(Continued from Page 8)

would be interpreted in its application to be much less than an absolute privilege at the levels it is intended to apply," Perlik added before suggesting clarifying language for that portion of the bill.

Among the media organizations that have endorsed the subcommittee's bill with the Kastenmeier-Railsback amendments are the American Newspaper Publishers' Association, the Associated Press Managing Editors, Sigma Delta Chi, the National Press Photographers' Association, the Association of American Publishers (books), and the National Association of Broadcasters.

Some of the proposed amendments were acknowledged by Perlik as closing or narrowing loopholes in the June draft, especially an amendment that would specifically include corporations and proprietors among those to whom the privilege would apply. Their omission in the June draft, Perlik told the subcommittee then, was an open invitation to those seeking to force disclosure to do so through "the very gaping loophole of the executive suite."

The amendments' modification of the bill's defamation qualification to make it apply only when a newperson is defendant in a defamation suit "narrows what we saw in the June draft as a door to total negation of the rest of the bill," Perlik wrote.

But Perlik again expressed displeasure at the bill's retaining a two-level approach to newsgatherers' privilege.

The qualification that in civil or criminal trials information and sources must be "received or obtained . . . in express or implied confidence" before the privilege could be claimed and the other three tests could be applied seems "to raise several problems," he said.

"Not the least of these is that of establishing 'express or implied confidence' without disclosing the source or information," he declared.

'Perfectly clear' on privilege?

Orlando, Fla.—The question to President Nixon during his appearance before the Associated Press Managing Editors here Nov. 17 seemed clear and specific enough.

John Finnegan, St. Paul Dispatch-Pioneer Press executive editor and former Twin Cities Guild president: "... There is a two-tiered law before the Judiciary Committee which would provide an absolute privilege in case of investigative or grand-jury hearings and a qualified shield in case of a civil or criminal trial. If such a law were passed, would you sign it or veto it?"

Nixon: "... First, I share the objective. I believe that reporters, if you are going to have a free press, ought to have some kind of a shield, except, of course, if they are involved in criminal activities. . . .

"The second point has to do with the particular legislation and how it reaches my desk. . . . If it is proper, I will sign it. But I think that a shield law which would have the effect of providing to reporters what the general public felt after they had a chance to consider it all—provide for them privileges that went beyond what the general public thought was in the national interest, then I would have to take a second look."

It was all "perfectly clear" to Finnegan, he indicated when asked if he felt he had received an answer. "No, I did not," he said.

Under the bill, compelled disclosure would be possible even in the face of a newperson's establishing confidentiality if the party seeking disclosure establishes that the information or identity is "indispensable" to establishment of a case and cannot be obtained by alternative means and that there is a "compelling and overriding public interest in requiring disclosure."

Perlik also told the subcommittee of his "regret" that the proposed amendments "would do nothing to make it any more difficult than at present to issue subpoenas to news persons."

"Subpoenas," he pointed out, "could still be obtained and served with abandon. It would still be up to the subpoenaed party to appear and assert the privilege, at whatever level the proceeding involved falls, whether a trial, pretrial or other investigatory or discovery proceeding."

"Not only does the bill fall far short of the absolute privilege espoused by TNG," he concluded, "but . . . even as a qualified measure it leaves too much to chance and judicial interpretation."

Meanwhile, with a Gallup Poll revealing that public support for

newspersons' privilege increased from 57 percent in November 1972 to 62 percent in October 1973, there were these other developments:

● In Canada, a shield bill introduced in the House of Commons by New Democrat Arnold Peters appeared dead for this session after being "talked out" without action and relegated to the bottom of the pile of private bills.

Chief opponents of the measure were Liberals James Fleming and Rod Blaker, former radio reporters, and Romeo LeBlanc, a former press secretary to Prime Minister Trudeau. LeBlanc said he suspected reporters who backed the measure of seeking "an exceptionally easy way out of admission of error, plain sloppy reporting or conjecture."

● The New York Times and Guild member E. W. Kenworthy moved in federal district court to prevent lawyers for former Presidential aide John D. Ehrlichman from forcing Kenworthy to testify or turn over notes about an article he wrote last July.

The article reported that a phone had been tapped in the home of Mary Jo Kopechne, an aide to Sen. Edward M. Ken-

nedy who drowned in 1969 when a car the senator was driving went off a bridge on Chappaquiddick Island. Ehrlichman is a defendant in a suit by a former Kopechne roommate charging that he and other Watergate figures illegally tapped the phone.

● A county judge ruled that Maryland's shield law cannot be applied in defense of a 15-million-dollar libel suit against the former editor and two former reporters of the weekly Montgomery Sentinel, including 1973 Broun Award winner Bob Woodward, now with the Washington Post. The suit was brought by a high-school principal over an article published in 1971 that quoted anonymous "experts" as naming the principal one of two "unsuited" for their jobs.

● Plainclothes police, armed with search warrants, searched the offices of radio station KPFA in Oakland early in November and found a letter in which the "Symbionese Liberation Army" claimed credit for the murder of Oakland's school superintendent with bullets containing cyanide.

KPFA's manager, Roger Pritchard, said he refused to hand over the letter "under the First Amendment" to protect the station's "credibility as a reliable source of news." The San Francisco Chronicle, which received a similar letter, surrendered its copy.

● The Massachusetts Supreme Judicial Court upheld a lower court's order that a Wall Street Journal reporter, Liz R. Gallese, reveal the name of an official she quoted last year in a story on the state's "antisnob" zoning laws. The name of the source is sought by a contractor in a \$100,000 libel suit against the Journal and Gallese. The paper is considering appealing to the Supreme Court.

● Lucy Ware Morgan, St. Petersburg Times reporter faced with a contempt conviction for refusing to disclose the source of a story about a grand jury's proceedings, revealed Dec. 3 that State Attorney James T. Russell, the official who subpoenaed her, was one of her sources. Morgan said she identified him because he "waived any right of confi-

dentiality" by subpoenaing her.

● Free lance Michael Drosnin, a former Washington-Baltimore and New York Guild member, was cleared of contempt charges, which grew out of his arrest Aug. 28 along with Abbie Hoffman and three others on narcotics charges, after Lewis Lapham, managing editor of Harper's magazine, verified that Drosnin, at the time of his arrest, was working on a story for Harper's. The story was to chronicle "the last week of the drug scene in New York" before the state's tough new antinarcotics laws took effect.

Drosnin, a former reporter for the Washington Post, Newsweek and the Wall Street Journal, had refused under New York's privilege law to tell a Manhattan grand jury "anything I may have seen, heard or was told" before his arrest because he was working on his Harper's assignment.

He said he had refused to identify Harper's to the jury, when asked to substantiate his claim under the privilege law, because he feared information he had filed with the magazine to that point would be successfully subpoenaed.

A red light on privilege

San Francisco, Calif.—Early this year Oakland Tribune Publisher William F. Knowland vowed he would go to jail in place of any of his reporters cited for refusing to disclose information or sources.

But in current Bay Area bargaining for a new Guild contract, Knowland's negotiator, Ed Landergren, joined in claiming that such matters as a clause protecting employees who refuse to reveal their sources are not mandatory subjects for bargaining.

Landergren said a reporter jailed for refusing to reveal his sources is like a person "crossing a street against a red light" and must be responsible for the consequences.

Pact at Washington Star yields record \$422 top

(Continued from Page 1)

\$1.50 a week the first year and \$1.75 the second for auto insurance for those regularly using their cars on company business.

The contract contains two upgradings in addition to those for inside classified—a \$38 increase, to \$224.59, in the top for key-punch operators, and a \$34.43 increase, to \$216.59, for general clerks.

At the Washington Post, where contract talks will start soon, the Guild has filed an unfair-labor-practice charge accusing management of stalling grievances and

withholding necessary information.

And in the aftermath of November's three-day printers' stoppage, Federal Judge William B. Jones dismissed criminal contempt charges against 12 printers accused of violating an antistrike injunction. The prosecution said it was impossible to establish that the 12 had knowingly violated the injunction.

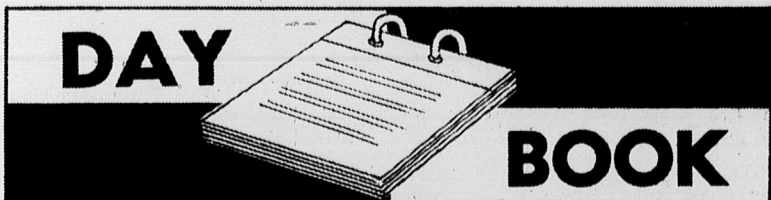
The Post and the Columbia Typographical Union are still bargaining for a new contract in which automation protection is the key issue.



Study break

Darrell Glover, second from left, president of the Pacific Northwest Guild, takes a coffee recess from a collective-bargaining institute at the AFL-CIO Labor Studies Center in Washington with three negotiators for the Professional Air Traffic Controllers Organization. The PATCO representatives,

from left, are John Lovelace, Pacific region; Forney Lundy, Western region, and Gerald Tusso, Southwest region. The weeklong course covered the costing of economic benefits, escalator clauses, the Consumer Price Index and bargaining under the economic-controls program.



Eastern Canada—Canadian Wire Service Guild Servicing Program, local representatives' meeting, Jan. 12, Canadian national guild office, Ottawa.

TNG staff conference on organizing, Jan. 14-16, TNG headquarters, Washington.

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

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

Midwest District Council, winter meeting, Feb. 2 and 3, Madison.

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

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

11th Annual TNG Convention, July 15-19, Chase-Park Plaza Hotel, St. Louis.

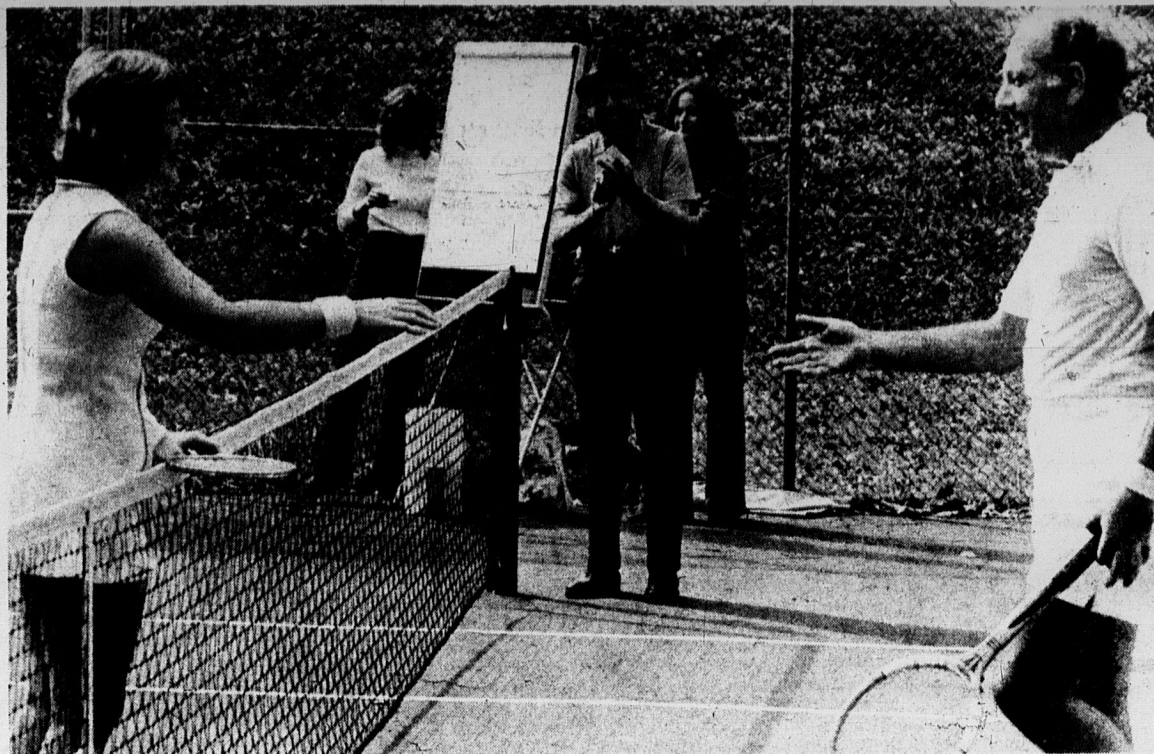


Photo by Bernie Boston, Washington-Baltimore Guild

Riggs-King rerun

It was female supremacy again when Washington Star-News Guildswoman Rebecca Leet took on Assistant Managing Editor David Kraslow in the aftermath of the Billie Jean King-Bobby Riggs match. Leet, a former Georgia women's intercollegiate and junior champion, won 6-3, 6-3 in a

match held to raise money for the family of Guildsman James Welsh, Star-News editorial writer, who drowned near Annapolis in September. Staffers bet on the outcome, with two who picked the winner and the score sharing \$100. The umpire, center, was retired religion editor Casper Nannes.

Strike ends at Wilkes-Barre daily, but talks founder at Sunday paper

(Continued from Page 1)

Publisher Tom Heffernan, who had said the paper might be sold if operations were not resumed by Dec. 12, set a deadline of 5 p.m. that day for acceptance of the proposal.

The Guild adhered to its rejection, and Heffernan announced that he would recommend to Independent stockholders that the paper be sold. He said he has been negotiating with three prospective purchasers but did not identify them.

Terms of the Times-Leader jurisdiction agreement, as reported to the Guild, do not transgress on Guild jurisdiction, local officers reported. Guild members and printers will continue to do the work they are now performing when a new computerized cold-type operation is inaugurated.

In the advertising department, Guild-covered employees will write up copy as before, and printers will keyboard into video display terminals in the composing room. Editorial copy will be keyboarded into VDTs by reporters and deskmen, except in the case of stringers' copy, which will be processed manually and keyboarded in the composing room.

The resolution of a dispute on jurisdiction over a camera that will shoot pasted-up pages was not immediately announced. The issue is one involving stereotypers rather than Guild members.

Economic terms call for wage reopeners in the second and third

years of the contract and an increase of \$1.25 per employee per week in the company's contribution to pensions.

The Times-Leader, claiming the strike was entirely over jurisdiction, had gone into Federal Court in Harrisburg for an injunction to end it and had filed an unfair-labor-practice charge with the National Labor Relations Board. A hearing on the injunction plea had been scheduled for Dec. 10 in Scranton, but the two sides launched intensive bargaining to settle the strike beforehand.

The Independent has asked the Pennsylvania Supreme Court to override the refusal of County Court Judge Arthur Dalesandro to issue an antipicketing injunction against the Guild. A hearing was held Nov. 28, but no decision has been announced.

Printers, who tried several times to cross picket lines during the first week of the strike, made no further attempt to do so after the Times-Leader was struck. They are receiving benefits from the International Typographical Union.

The Independent cut off payment of health-insurance premiums for the Guild's 18 strikers Dec. 1, and the Guild immediately picked them up. The Guild reported the following contributions to its strike fund:

Erie Guild	\$ 50
Scranton Guild	100
Professional News Media Assn.	20
San Francisco-Oakland Guild	75
Harrisburg Guild	175
Wilkes-Barre Labor Council	50
Providence Guild	25
North Jersey Guild	25
Victoria Guild	50

Transfer, firing stir walkouts at Cleveland Plain Dealer

(Continued from Page 8)

traction. But grievance meetings proved futile, with management claiming the right to move Dolgan to the copy desk as a lateral transfer without loss in pay.

The tape of the disputed speech also was played at the 5½-hour unit meeting, and the unit established a committee to take steps

to focus public attention on the Plain Dealer's news-coverage policies.

Weir appeared on a Station WERE radio talk show for an hour and a half, discussing the Dolgan issue for a half hour with host Merle Pollis, a former Pittsburgh Guildsman, and then fielding calls from the public.

New York Guild	100
Cleveland Guild	50
Memphis Guild	100
Detroit Guild	100
San Diego Guild	25
Empire State District Council	50
Pueblo Guild	25

IT

Howard terms his vote on Nixon not reluctant

WASHINGTON, D.C.

Editor:

I realize that the editor of the GR would feel that it is in the interest of the Guild to make it appear that there was unanimity, or the closest thing to it, in the IEB's call for impeachment of Milhous Nixon.

I thought, however, that when the change in editors was made nearly two years ago, it was done in the interest of at least the appearance of fairness. Needless to say, I was surprised and dismayed to find myself misquoted in the most recent issue [Nov. 23] to the point where the intent of my vote on the action was completely misconstrued.

For the record, I didn't "reluctantly" vote against the resolution on impeachment. My words were: "... As much as I would like to see Nixon impeached, I cannot support this. I feel it would be counterproductive and will only touch off another round of petition-signing, disassociating and ad-taking, which would then become the issue instead of impeachment. I also just don't feel that such a move by The Newspaper Guild would mean that much to anyone, and I don't think it's worth our wasting our time."

Perhaps you read a "reluctant" quote into this, but I don't.

WARREN E. HOWARD
International Vice President

Editor's note: The GR said Howard "indicated he was voting against the motion reluctantly, saying he feared it would be 'counterproductive' and would

137 Guild jobs vanish as El Imparcial folds

(Continued from Page 1)

revival of the paper or for putting it into bankruptcy.

The Guild was still awaiting word from the company Dec. 13.

The assets for which Garcia Mendez is seeking a million dollars do not include the El Imparcial plant, which was gutted by fire last April. The newspaper has been printed since at the Publishers Group plant in suburban Puerto de Tierra.

The paper had been in increasing financial difficulty since the fire and owed extensive amounts for wire service and newsprint, in addition to unpaid printing bills. The printing company can-

celed credit after an El Imparcial check bounced.

The company owes Guild members both retroactive pay as part of a recent Guild contract settlement and wages for the week in which the paper was suspended, in addition to severance and notice pay.

The Guild had agreed to a modest wage settlement earlier this year to help keep the paper's head above water. In earlier financial crises, the Guild had agreed to a small wage and pension settlement without other fringe improvements in 1967 and to the elimination of 34 jobs in 1970.

Controls council restores raises at St. Louis paper

(Continued from Page 1)

Louis Globe-Democrat. But it said the Guild and the Globe-Democrat are free to implement 1973 increases without prior council approval if they are satisfied that they "are justified under Pay Board exception criteria."

The Globe-Democrat notified employees Dec. 11 that it would be guided on the subject by the council's "self-administration instructions."

Meanwhile, Triangle Publications' Daily Racing Form agreed to pay the full eight-percent first-year increase contained in a first Guild after maintaining initially

contract with the New York that economic controls prevented it from paying more than 5.5 percent without Cost of Living Council approval.

The company accepted the Guild's position only after the New York Local produced a letter from TNG counsel saying the increases were not inconsistent with federal guidelines and a letter from the Cost of Living Council saying its prior approval was not needed.

The company's agreement cleared the way for signing the contract more than two months after it was negotiated.

SEEMS TO US

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

"raise a howl from our members." There is no official record of his remarks—nor any tape.

IEB disputed on unit rule, instructed delegations

BAYONNE, N.J.

Editor:

At its November meeting the IEB rejected my request that it consider and refer to the 1974 St. Louis Convention constitutional amendments prohibiting instructed delegates and the unit rule in TNG. The board ruled the matter had been considered and rejected by the Vancouver Convention and that a review at this point would be untimely.

An examination of the proceedings of the Vancouver Convention will disclose the merits of my proposal never came to the floor. The delegates voted on a strongly disputed ruling by TNG Counsel David Barr, which prevented the matter from being considered solely on procedural grounds. Further, the TNG Constitution is silent on the question of timeliness.

I urge my fellow Guild members to contact their representatives on the IEB and petition them to support constitutional amendments eliminating the unit rule and instructed delegates in TNG.

These are undemocratic practices which have no place in our union. Both major political parties in the United States have

outlawed the unit rule in their conventions. Can we do less?

JAMES M. DOLAN
Vice President
North Jersey Guild

Gonzalez thanks members supporting his candidacy

HATO REY, P.R.

Editor:

Now that everything is back to normal after these past elections, I would like to thank everyone who helped my candidacy.

To those persons who voted for me, I am very sorry to say that because of several important problems and the insufficient experience of our election committee, I was unable to be elected. It was impossible to spend most of my time on the election since I was fully occupied in a very important court case involving one of the members of our union. I know what this privilege represented, but this court case was more important to me than being elected.

I would like to congratulate the winners and let them know that this local and I are willing to serve them in every way possible. We will sacrifice ourselves, if it's necessary, for the impossible.

I would like to tell all Guild members that any time they'd like to visit our Island or have us do anything useful to them, to write us. We are willing to serve them in anything that is in our reach. That means all the confidence that was given to Alfredo Gonzalez, Jr., is and will be a very good investment.

ALFREDO GONZALEZ, JR.
President
Puerto Rico Guild

Job shift, firing spark Cleveland walkouts

Cleveland, Ohio—A hundred Cleveland Plain Dealer Guild members, indignant over the transfer of a reporter-columnist to the copy desk after a bar-association complaint about one of his columns, left their jobs Dec. 7 for a 5½-hour unit meeting.

Three days later management told J. Stephen Hatch, a vice president of the Cleveland Guild and a police reporter for the Newhouse-owned paper, that he was suspended immediately for

two weeks and fired after that because he had stood outside the plant on his day off informing members of the meeting.

At a midday meeting Dec. 12 the unit voted unanimously to seek reversal of the company's actions through arbitration and the National Labor Relations Board after rejecting, 133 to 46, a motion to strike upon adjournment.

The Guild, in charges filed with the NLRB Dec. 11, accused

the company of firing Hatch for engaging in union activity protected by law.

The same day the company filed a motion in Federal Court seeking to enjoin the unit from a strike the Plain Dealer said was scheduled for 2 p.m.

The two-hour Dec. 12 meeting was called by Guild Executive Secretary Jack F. Weir immediately after the company refused Dec. 10 to voluntarily rescind its actions against Hatch.

Weir had called members out of the paper's editorial department and led them in a three-block march to the Dec. 7 meeting upon emerging from the third grievance session in three weeks that had failed to restore Robert Dolgan to his columnist's job. Members marched back a half-hour before the paper's 11 p.m. deadline to help put it out.

A Plain Dealer spokesman charged that the Dec. 7 meeting was held in violation of the

Guild's contract, but Weir emphasized that it was not a strike. He said the meeting was necessary to discuss the Dolgan issue and other "indignities suffered at the hands of management in the last 11 months."

Reporters, photographers, library clerks, telephone operators and copy boys participated in the two meetings.

The Dec. 12 meeting voted to strike immediately upon expiration of the Guild's Plain Dealer contract next Oct. 31 if the Hatch and Dolgan disputes are not settled satisfactorily.

The unit also voted to file a civil suit on Dolgan's behalf for damages to his reputation and future earnings expectancy from management's running a retraction of the column that precipitated his transfer.

Dolgan was transferred to the copy desk after writing a column reporting advice given by the head of a prestigious Cleveland law firm in a guest lecture to senior students at Case Western Reserve University Law School Oct. 9.

The advice, Dolgan wrote, included such injunctions as: "Have the clients pay when they are in tears and thankful, not later when they are calm," and "If people come to you for a divorce, don't try to reconcile them; you will get a reputation as a reconciler and people won't come to you for divorces."

The Plain Dealer ran the retraction and transferred Dolgan after the Cleveland Bar Association complained. The Guild grievance committee demanded his reinstatement after hearing a tape of the lawyer's remarks and concluding that Dolgan's report was accurate.

The Plain Dealer said the column had "misrepresented" the talk, which it said had been delivered "with considerable informality and humor."

The Guild, in addition to demanding Dolgan's reinstatement, asked that the Plain Dealer print a Guild letter disputing the retraction.

(Continued on Page 7)

Perlik warns against modified shield bill the small society

While proposed amendments have drawn several media groups' support for a House subcommittee's privilege bill, TNG President Charles A. Perlik, Jr., has officially questioned whether it would in fact guarantee news-gatherers even the levels of protection proponents claim for it.

The bill, according to its backers, would provide absolute protection against forced disclosure of sources and information in all federal and state proceedings except trials. In trials, four tests would be applied to sources and information to determine whether they could be protected from compelled disclosure.

In a Nov. 26 letter to Reps. Robert W. Kastenmeier and Tom Railsback, chairman and ranking Republican member, respectively, of the subcommittee preparing the bill for transmittal to its parent Judiciary Committee, Perlik said there is "no question" that "the bulk" of the proposed amendments would "substantively improve" the bill from the draft the subcommittee approved in June.

Perlik earlier told the subcommittee that TNG would prefer no bill to enactment of the June draft.

However, Perlik wrote, if the bill "is intended, as we have been informed, to provide an absolute privilege against compelled disclosure in all proceedings except actual trials, it appears in both its original and proposed constructions to be unclear and ambiguous in its statement of that privilege."

"We are fearful, in fact, that absent additional improvement it

(Continued on Page 6)

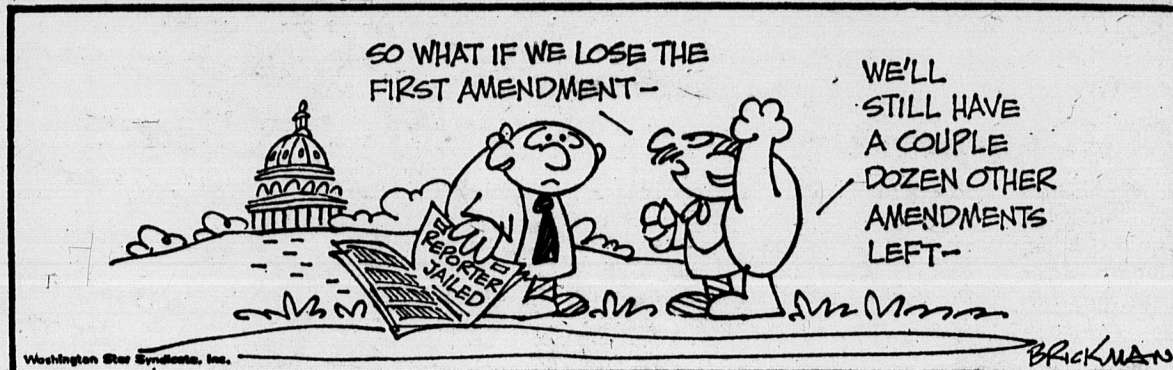
Top up \$25 in Akron pay reopening

Akron, Ohio—A \$25 increase in the reporter top minimum, boosting it to \$290.50, has been won by the Guild in a one-year wage reopener at Knight's Akron Beacon Journal.

General editorial increases range from \$6 to \$25.25, with the latter increase applied to the reporter starting minimum, elevated to \$164. The progression schedule is shortened by a year, to four, by dropping the old starting minimum.

In a separate reopener covering maintenance employees, the top for mechanics is raised \$22, to \$206.55, while the top for janitors is increased \$8.95, to \$136.15.

The top for editorial stenographers is raised \$7, to \$157.80, and that for copy runners is up \$8, to \$108.



Courtesy of the Washington Star-News

EEOC upholds Guild complaint of sex bias at Sacramento Bee

Sacramento, Calif.—The Equal Employment Opportunity Commission has found the Sacramento Bee in violation of a wide range of provisions guaranteeing equal rights to women.

The EEOC upheld charges filed in a complaint by the Sacramento Guild in 1971. Guild attorney William P. Smith, Jr., termed the finding "a total victory."

Monte B. Posey, district director of the EEOC, said the Bee would be asked to meet with the Guild and an EEOC conciliation officer to eliminate the discrimination, with court action by the Guild or the commission a last resort. A Bee attorney said the company would "be happy" to seek a resolution of the matter.

The Bee, whose publisher is a woman—Eleanor McClatchy—was found guilty of:

- Denying female reporters the opportunity to cover events at men's clubs.
- Discriminating against women in hiring and job placement.
- Filing job applications by sex for various job categories.
- Screening its prospective female employees with regard to

their marital status and number of children, a screening not given to males.

• Advertising for its employees in sex-segregated want-ad columns.

The Guild's complaint was triggered by a 1970 management directive not to assign women reporters to events taking place at men's clubs, regardless of whether those clubs would admit the news-women. The directive was rescinded after the complaint was filed.

But the EEOC expanded its investigation to other areas and found the Bee in violation of fair-hiring practices on the basis of a statistical breakdown of its male and female employees.

It found that the Bee has 1,766 male employees and only 446 women. It listed 325 men in "professional" classifications compared to 55 women, 129 male "technicians" and three women, 130 male sales employees and 10 women, and 843 males in blue-collar jobs as against 67 women.

Of 86 managerial employees, it noted, only four are women.

While not finding any formal violation in the area of job designations, the EEOC said the Bee's

practice of identifying jobs by such titles as "deskmen" could "reasonably be viewed as having a 'chilling effect' upon the willingness of women to apply for certain jobs."

Discriminatory titles were changed in the Guild's latest contract, negotiated in 1971.

While the EEOC made no determination in respect to the Bee's practice of segregating help-wanted ads by sex, it said the company was in violation of the law insofar as it used those columns to advertise for its own employees. The Bee ended separate want-ad columns in 1971.

3-day Teamster strike idles 400 in Cincinnati

Cincinnati, Ohio—Four hundred Guild-covered employees returned to work at the Cincinnati Post & Times-Star Nov. 27 following settlement of a three-day Teamsters' strike.

Guild employees and craft-union members at the Post & Times-Star had been furloughed the day before after the Cincinnati Guild's executive committee directed members to honor the picket lines.

Both the Post and the non-Guild Cincinnati Enquirer did not publish during the walkout. The Enquirer laid off craft un-

ionists but kept editorial employees, who have an unaffiliated union, on the payroll.

The Teamsters, who represent delivery drivers, struck the Enquirer Nov. 23 and the Post the next day. Pressmen honored the picket lines, but most printers went through en masse.

The issues in dispute included the status of nonunion contractors used to help deliver the Enquirer. The settlement, reached late Nov. 26, gives Teamster members first call on overtime. Wages are increased \$35.60, to \$233.60, over three years.

The Guild Reporter

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and
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