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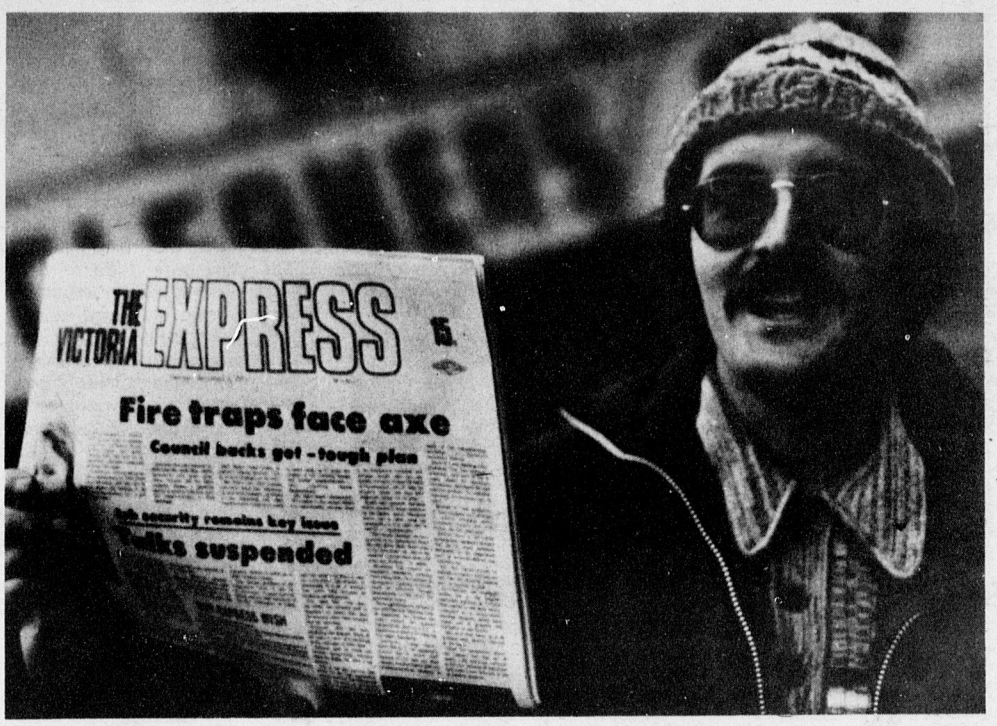

Newsman turns newsboy

Lon Wood, family-page editor of the Victoria Times, tries his hand at selling copies of the Victoria Express, interim paper published by Victoria newspaper unions during pressmen's strike. Wood sold 500 copies of the first issue in three hours on a downtown street corner. (Story on Page 3.)

Third N.Y. pact takes key top to $368 at Post

New York City—Top minimums for reporters and display sales are raised $34, to $368.80, in a two-year contract at the New York Post, last of New York's three major newspapers to settle with the Guild.

The contract, ratified Dec. 17, gives the Post Unit major medical insurance for the first time and increases pension benefits. Wage increases range from $12 to $34.

The settlement follows the pattern of those at the Times and Daily News, averaging $13.85 in each year plus 1.5 percent of payroll for fringe improvements. The Times key top minimums were increased $35.90, to $387.80, and those at the News $35, to $365.71.

The Post contract's new major-medical coverage has no ceiling. The pension improvement is expected to raise the present average pension of $75 a month by at least $25.

The top minimum for circulation district managers is increased $25.50, to $288.86, that for classified solicitors $22, to $239, that for key-punch operators, stenographers and telephone operators $17.50 to $216.80, that for clerks and janitors $14.50, to $186.35, and that for copy boys $12, to $139.50.

Upgradings for voluntary ad-takers, Bronx circulation supervisors and mailroom employes will be negotiated within 90 days of contract signing, with arbitration the final recourse.

Other contract improvements include a provision requiring photographers to be given a minimum of two cameras and three lenses plus backup equipment and a car-radio allowance of $2.50 a day.

The $365.71 top minimum for reporters, display sales and circulation representatives at the News is $1 less than that calculated at the time of the settlement (GR, Nov. 9). Recalculation produced

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Key top lifted $62.50 in San Diego

San Diego, Calif.—Increases raising key top minimums $62.50, to $338.25, have been won in a new three-year contract at Copley's San Diego Union and Tribune.

Upgradings in a number of lower-paid jobs will bring increases as high as $69.57 over the contract span. They include one that will boost the top for circulation district managers $64.93, to $304.46; the second-year step is raised $69.57, to $274.39.

Among other contract gains are dental insurance, a fifth week's vacation, added automation protection and a privilege-against-disclosure clause.

The $62.50 increase in key top minimums applies to reporters and display and outside classified sales. Upgradings will increase the top for classified counter and telephone sales $60.14, to $237.70, and that for telephone operators $39.33, to $191.02.

The top for computer programmers and operators is raised $44.07, to $238.63, that for stenographers and key-punch operators $38.12, to $206.26, that for custodians $33.25, to $179.90, and that for office boys $28.49, to $154.12.

Group dental insurance will be added Feb. 1, with the company paying the initial premium cost of $13.80 a month per employe.

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New daily, Guild jobs, pact to unfold Jan. 21 in San Juan

San Juan, P.R.—A new daily to replace the suspended El Imparcial is scheduled to come off the presses Jan. 21. It is expected to employ a majority of 137 jobless El Imparcial Guild members and operate under a Guild contract.

The paper is being launched under the auspices of Gaspar Roca, former El Imparcial vice president. Roca has raised new capital and expects to sell stock to employes.

The paper will be named El Bocero de Puerto Rico and, like El Imparcial, will be a morning daily. El Imparcial had a circulation of almost 100,000, second largest in the commonwealth, when it suspended publication Nov. 22 after teetering for months on the edge of bankruptcy.

Alfredo Gonzalez, Jr., president of the Puerto Rico Guild, said he expects the new company to sign a contract with the Guild before beginning publication. Roca has agreed in writing to do so, Gonzalez reported.

The Guild leader said he expects the new contract to closely match the one at El Imparcial, which was renegotiated last year.

El Bocero will print at the Publishers Group plant in suburban Puerta de Tierra, where El Imparcial was printed until the

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Justice moves to split papers, broadcasting

The Justice Department, launching a new drive to strip newspapers of their broadcast holdings in monopoly situations, has asked the Federal Communications Commission not to renew the licenses of stations owned by newspapers in St. Louis and Des Moines.

Although it failed to meet an FCC deadline for an official petition in Milwaukee, it has urged the commission informally not to renew the Milwaukee Journal's license for its WTMJ radio and television stations.

The department's Antitrust Division, in announcing the actions, indicated it would file similar petitions against newspaper ownership of stations in other cities as their licenses come up for renewal.

The immediate target of the department's action are the KSD television and radio stations owned by the Pulitzer Publishing Co., the KTVI television station owned by the Newhouse Broadcast Corp. in St. Louis and the KRNT radio and television sta-

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A Guild first, experimental

Toronto unit wins four-day week

Toronto, Ont. —The first general four-day week in any Guild contract plus vacations of up to seven weeks have been won in a settlement at the Toronto Racing Form.

Employes will work four 8½-hour days in place of the previous five days of seven hours. The shorter week will be introduced starting in March on an experimental basis; either party may terminate it if it proves unsatisfactory.

Only maintenance employes are excluded from the shortened work week.

The contract provides another Guild first—seven weeks of vacation, after 15 years' service, and six weeks after eight years. The service requirement for five weeks is reduced from 25 years to five, and that for four weeks from 10 years to one.

The Racing Form has been furloughing employes during the winter racing season for the past two years. This winter all were laid off without pay.

The contract provides another new benefit—dental insurance. It will be financed by a weekly 75-cent company payment for each employe.

Top-minimum increases range from $20 to $31.32 over two years, with the highest increase going to the assistant statistical editor, whose top is raised to $252.01. The top for file clerks, stenographers and teletype operators is raised $25, to $174.32, and the flat minimum for janitors goes up $25, to $161.25.

The severance-pay ceiling is increased 12 weeks, to 52, and

(Continued on Page 9)

Black AP trainee restored to job after Guild charge

New York City—An arbitrator has ordered the reinstatement of a black newswoman fired by the Associated Press after being hired under AP's minority-hiring program.

The arbiter, Alfred H. Brent, upheld the Wire Service Guild's contention that AP could not dismiss Marlene Johnson from its Detroit bureau on the ground of inadequacy on the job because there were no standards by which to judge her performance as a trainee.

The Guild had cited Johnson's dismissal in a complaint to the Equal Employment Opportunity Commission accusing AP of wide-ranging racial and sexual discrimination. The complaint said that although she was hired with no prior news experience as

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In the newsroom?

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Negotiator in stitches

Graphic evidence of the tortoise pace of negotiations at the Oshawa Times is shown to mediator Ray Illing by Unit Vice Chairwoman Sharon Young. She crocheted the tablecloth during bargaining sessions; it was handkerchief-size when she started last June.

A CBC pact that finally sticks nets 16.5% raises, $285 top

Montreal, Que.—A 30-month settlement that will give Guild-covered employes of the Canadian Broadcasting Corp. 16.5-percent increases was hammered out here Dec. 14 after 2½ days of intensive bargaining.

The agreement, resolving a simmering dispute that had erupted in a system-wide eight-hour work stoppage and brought the Canadian Wire Service Guild to the brink of a strike, was ratified the next week by 178 to 59.

Management twice had repudiated its negotiators' settlements.

The pact will increase the top minimum for the lowest of three reporter-editor groups $41.78, to $285.04, over the contract term. The top for the next highest group will rise $46.11, to $314.56, and that for the highest $50.57, to $344.98.

Initial increases will be retroactive to Dec. 1. Each member of the bargaining unit will receive an additional lump-sum payment of $800—approximately $30.75 a week—to cover the additional period back to expiration of the old contract May 31.

Wage increases will amount to nine percent the first year and 7.5 percent the second. The tentative agreements that CBC management had repudiated provided increases of 7.5 percent and 6.5 percent, plus upgrading increases amounting to 4.5 percent. The upgradings are dropped in the final agreement.

The top minimum for copy clerks is increased $17.60, to $120.61, and that for editorial assistants is raised $26.01, to $177.43. A new category of editorial trainee was established on the Guild's insistence, to provide promotion opportunities for copy clerks and editorial assistants. The top minimum is $193.05.

Appendixes to the contract call for a joint study of the four-day week, allow the Guild to enter into joint bargaining with other CBC unions for the next contract and permit the company to seek individual agreements with employes buying out overtime, call-back and other premium pay in return for an increase of at least 35 percent in their base salaries.

The company's share of hospitalization-insurance premiums is increased from one third to two thirds, and dismemberment insurance is added to life-insurance coverage at CBC's expense. There are also major improvements in severance pay and working conditions.

Newest foe for reporters waging shield fight: American Tell & Tell

The records of the American Telephone and Telegraph Co. are the latest battleground in the conflict over press confidentiality.

AT&T in December rejected a protest by 10 news organizations and the Reporters Committee for Freedom of the Press against its practice of secretly giving law-enforcement agencies telephone records that could identify confidential news sources.

The committee said it would take "appropriate legal action" if the company didn't stop.

But AT&T maintained that it is required by law to surrender such records "upon valid subpoena or on demand pursuant to lawful processes."

The company also rejected a suggestion that it inform customers of such demands before turning over the records of their calls. It said such notification "would inject the telephone company into controversies between government authorities and private citizens."

The news organizations—including the New York Times, Chicago Sun-Times and St. Louis Post-Dispatch—also asked the company to disclose all instances in the past five years in which telephone records of the organizations and their reporters had been surrendered.

Among those joining the protest as individuals were Post-Dispatch Guildsmen James Deakin, Thomas Ottenad, William Wyant, Curt Matthews, Lawrence Taylor and Robert Adams.

In Florida, meanwhile, St. Petersburg Times reporter Lucy Ware Morgan was sentenced to a second term in jail for refusing to divulge the sources of a Times news story on grand-jury proceedings.

Circuit Court Judge Robert L. Williams, who had earlier sentenced her to five months for refusing to divulge her sources to a state attorney, added another 90 days Dec. 20 for refusing to tell the grand jury.

Three days earlier Williams had rejected a motion for a rehearing of the first case based on her attorneys' claim they had no time to prepare a defense. Morgan was subpoenaed in the morning of Nov. 1 for a contempt hearing in the afternoon.

The case is being appealed.

An Indiana judge, rejecting a motion to declare the state's privilege law unconstitutional, declined to force Indianapolis Star reporter Carolyn Pickering to reveal the source of an informant whose tip led her to a story on a conspiracy to rob an elderly man.

The defense attorney in the conspiracy trial had sought to force the disclosure.

A resolution calling for absolute privilege on the state level was adopted by the Wisconsin Associated Press Association. An unqualified bill was introduced at the last legislative session but was not passed.

2 Ontario Guild locals launch joint bargaining

Ottawa, Ont.—Two Ontario Guild locals are bargaining jointly with newspaper craft unions for the first time.

The Ottawa Guild is negotiating with the Ottawa Citizen and Journal through the Council of Ottawa Newspaper Unions. The Toronto Guild is bargaining with the Typographical and Graphic Communications unions for a new contract at Thomson's Oshawa Times.

Five issues are being negotiated jointly in Ottawa: wages, hours, holidays, fringe benefits and contract duration. The companies are bargaining separately with the Guild and the Typographical Union and jointly with the Graphic Communications and the International Mailers unions in other contract areas.

In Oshawa, the Guild and the Times have tentatively agreed on the principle of a money package totaling $43.60 over two years but are still at odds on whether the cost of extensive upgrading for clerical employes and others and the shortening of progression periods should be deducted from the package.

The membership had authorized strike action before the latest company offer was made.

The Toronto Guild executive committee has served notice that it will not approve any Oshawa contract containing wage discrimination based on sex and has demanded that the job of social assistant be upgraded to the reporter level.

Knoxville scores bosses on right to speak out

Knoxville, Tenn.—Members of the Knoxville Guild have sent their press cards back to the Tennessee Press Association in protest against its manager's condemnation of former Local President Dana-Ford Thomas for supporting an absolute privilege bill.

The shower of cards accompanied a letter from the Guild reporting that its membership had voted unanimously to condemn the attack on Thomas.

The publishers' association had supported a qualified privilege bill passed by the Legislature last year. Thomas had campaigned for an absolute bill on behalf of the capital press corps in Nashville.

Glenn McNeil, secretary-manager of the association, issued a statement saying Thomas was not in a position to express an opinion on the bill since his employer, the Knoxville News-Sentinel, had not authorized him to do so.

Local President Harold Harris, in a letter to McNeil, said "you, of all people . . . should stand up for freedom of speech and the individual's right to express his opinions, even if they conflict with those of the owner and/or editor of the newspaper by which he is employed."

"Some of the Guild members who have Tennessee Press Association cards felt so strongly about the matter," Harris said, "that they wanted to send their cards to you and suggest what you could do with them. . . .

"We trust that the Guild's resentment of your statements will cause you to reflect . . . on the incongruous position of supporting a press-freedom bill while contending that Mr. Thomas lacked the freedom to speak on behalf of a version which he preferred."

Newsweek pension obtainable at 60

New York City—Major pension improvements, including a lowering of the age for full retirement benefits from 62 to 60, have been won by the New York Guild at Newsweek magazine.

The pension package, estimated to cost more than $100,000 a year, calls for 25-percent vesting after five years' service and an additional five percent a year until full vesting is reached after 15 years.

Other improvements are a reduction in the service requirement for disabiity benefits from 15 years to five and elimination of a 35-year ceiling on the length of service for which pension credits can be earned.

Arbiter spikes drug-case discipline

St. Louis, Mo.—The Metro-East Journal's attempt to discipline a sports staffer after charges of drug possession against him were dismissed has been spiked by an arbitrator.

The arbiter, Harry G. Erbs, held that a two-week suspension imposed by the East St. Louis paper was unjustified in view of the fact that the employe had not been convicted.

The staffer was arrested last March after police in Collinsville, Ill., acting without a search warrant, smashed in the front door of his home, handcuffed him and charged him with possessing drugs valued at $12,000.

A grand jury refused to indict on the ground that police had acted without a warrant. But the company sought to discipline him under a rule prohibiting employes from conducting themselves so that "adverse reflection is made on the company or a loss of business patronage results."

Erbs said the only evidence the staffer possessed drugs was in "hearsay news reports," which he said have "no standing whatsoever in the arbitration process."

The company had argued that news stories about the arrest had placed it under a cloud, but the arbitrator said it had failed to submit convincing proof that its public image had suffered any damage.

Upholding the Guild and ordering the Journal to reimburse the staffer for lost pay, Erbs declared that due process requires those who level a charge to prove guilt beyond a reasonable doubt.

"If this principle is ever done away with in this great nation of ours," he said, "then no person will be safe from vicious and unscrupulous false accusations."

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Devaluation cuts 66 RFE positions in N.Y., Munich

New York City—Sweeping economy reductions by Radio Free Europe have all but wiped out the New York Guild's RFE unit in New York and reduced its membership in Munich.

Forty-eight Guild jobs and 15 others in New York were eliminated at the end of December, leaving less than a dozen in Guild jurisdiction. In Munich, management cut 18 of 300 Guild jobs and eliminated those of 57 German employes.

The slash took place despite Congressional appropriation of 45 million dollars to continue the operations of Radio Free Europe and Radio Liberty for the current fiscal year. Free Europe President William Durkee said devaluation of the dollar has increased the station's expenses to a point requiring large-scale reductions.

The Guild sent a telegram to city and state officials and New York representatives and senators, urging them to protest the job cuts. The cutbacks "can have a disastrous effect on the over-all operations, politically and otherwise," it warned.

"The explanation given is economic necessity," the Guild message noted, "and, of course, the economic necessities of those individuals scheduled to be fired do not appear to be important to management."

Dismissed members will receive notice pay ranging from two to 10 weeks and severance pay ranging from four to 78 weeks. Employes who have reached 60 will be allowed to retire on full pensions and will receive a supplemental benefit of 10 percent until they reach the normal retirement age of 65.

A joint Guild-management committee will seek to allay hardship cases and is helping employes to find other jobs.

The cutbacks came in the midst of negotiations for a new Guild contract to replace one that expired last June. The Guild had delayed negotiations until Congress acted on the station's appropriation in September.

The Guild said it will seek an improved severance-pay clause retroactive to July 1 to benefit those dismissed.

'Twas the season to be jobless

San Francisco, Calif.—Six Guild employes of Bay Area newspapers spent the holiday season seeking new jobs.

Christmas cutbacks in staff were announced by the Oakland Tribune and the San Francisco Printing Co., which publishes the San Francisco Chronicle and Examiner. The dismissals were effective Dec. 28.

The printing company dismissed two circulation clerks and a secretary; the Tribune let two artists and an Action Line assistant go.

Payday

Victoria Guild members line up to sign for lockout benefits, including supplementary payments from the interim Victoria Express. Guild Treasurer Margaret Thomson dispenses checks to, from left, deskman George Inglis, sports reporter James Crerar and circulation driver Fred Daviss. Supplementary payments ranged from $7 for a one-day-a-week copy boy to $62 for reporters.

Bargaining adjourned in Victoria; strike, unions' interim paper go on

Victoria, B.C.—Efforts to settle a six-week-old pressmen's strike that has idled 170 Victoria Guild members are in a deep freeze following the failure of two days of negotiations in December.

Management of the Victoria Colonist and Times met with the Printing and Graphic Communications Union Dec. 18 and 19, but no progress was reported. They adjourned until a federal mediator decides a new effort may be fruitful.

The pressmen struck Dec. 1 in a contract dispute in which automation is the major issue. Guild-covered employes and members of other craft unions were locked out.

The unions are publishing a thrice-weekly strike paper, the Victoria Express, which has achieved a press run of 30,000, close to the Times's prestrike circulation of 32,000.

In a statement published in its first issue under the heading "Our Express Wish," the strike paper declared:

"This is both a birth and a death notice. We herewith announce the birth of the Victoria Express and the certainty of its death at some future date.

"The Victoria Express is born out of the temporary suspension of publication of the Victoria Times and the Daily Colonist . . . It will die when the problem at Victoria Press is resolved."

The Guild reported initial contributions of $5,220 to its strike fund, including the following:

Toronto Guild	$2,000
Vancouver-New Westminster Guild	1,000
Pacific Northwest Guild	1,000
St. Louis Guild	250
Canadian Wire Service Guild	100
New York Guild	200
San Jose Guild	100
Chicago Guild	100
San Francisco-Oakland Guild	175
San Diego Guild	50
North Jersey Guild	25
Denver Guild	25
Manchester Guild	100
Scranton Guild	50
Brockton Guild	25

In addition, $520 has been received by the Joint Council of Newspaper Unions from other area unions, including the Carpenters, Government Employees, Boilermakers, Plumbers, Fishermen, Letter Carriers, Electrical Workers, Brewery Workers and Steelworkers.

$230, mileage hedge gained in Yakima pact

Yakima, Wash.—Key top minimums are increased $30.05, to $230.05, in the first two years of a three-year contract at Harte-Hanks's Yakima Herald-Republic. There is a wage reopener in the third year.

With an eye to effects of the energy crisis, the Guild bargained a clause calling for renegotiation of car-mileage allowances if retail gasoline prices rise "substantially" during the contract term. The mileage rate was increased from 10 cents to 12.

Among contract gains is a maternity-leave clause covering the period of disability plus up to three months, with employes taking it to be paid their full accrued sick leave. Sick leave, governed up to now by past practice, will accrue at the rate of one day for every two months' service starting Jan. 1, to a maximum of 120 days.

Wage increases amount to seven percent in each of the first two years. The $30 increase at the key-minimum level covers regular reporters, circulation district managers and ad salesmen; the top for special reporters, raised $30.10, will go to $245.10.

The top for highest-paid secretaries and accounting clerks is increased $26.20, to $171.20, that for highest-paid editors $30.50, to $265.50, and that for highest-paid telephone operators $16.61, to $131. 61.

The publisher will pay the full cost of health-insurance coverage for dependents starting in April 1975 and will pay 50 percent starting next April.

The Guild won a clause providing severance pay on economic dismissals or termination of publication—up to seven weeks for those with 20 years' service and an additional week thereafter for each year of service to a maximum of four.

Reporters, display go to $272

$91 hike brings Duluth parity

Duluth, Minn.—Women's-department employes at the Duluth Herald and News-Tribune will go to full parity with other reporters under a $91.87 upgrading negotiated by the Lake Superior Guild.

Elimination of the differential will boost the women's top minimum to $272, the figure reached by a $47 increase for reporters and display-advertising salesmen.

The new minimums are contained in a new 2½-year contract. The settlement will raise the top minimum for outside classified salesmen $29.19, to $168.92, that for telephone operators and business-office clerks $24.91, to $144.18, that for stenographers $25.46, to $147.33, that for circulation representatives $40.57, to $234.85, and that for janitors $26.56, to $153.75.

Pension benefits will be improved effective July 1, 1975, to provide at least $50 a week for employes whose average salary for the five years before retirement exceeds $200 and to provide at least $40 for those under $200. Pensions now range from $22.50 to $30.

The option of early retirement at 62 after 25 years' service is provided, with reduced benefits.

The publisher's share of hospitalization-insurance costs for dependents will be increased from 75 percent to 85, and the maximum daily payment for hospital rooms will be increased $10, to $40. If additional hospitalization-insurance benefits are negotiated with other unions, they will also go to Guild-covered employes.

Settlement in Tonawanda brings $12.80, reopener

North Tonawanda, N.Y.—Minimums are increased $12.80, with the top for reporters going to $243.55, in the first year of a new Buffalo Guild contract at the Tonawanda News. There will be a wage reopener in the second year, effective May 21.

An upgrading will increase the flat minimum for family-page editor $18.80, to $255.55. The flat for city editor goes to $301.80.

The company's contribution to dependents' hospitalization coverage is increased $2 a week, to $4, and life-insurance coverage is tripled to $12,000 through a $1.20 increase in the company's contribution. Bereavement leave is improved to provide one day in the death of a grandparent.

Antisecrecy bill follows outline of Perlik proposal

Legislation to overhaul the government's secrecy system in line with proposals advanced three years ago by TNG President Charles A. Perlik, Jr., has been proposed by the chairman of the House Government Information Subcommittee.

Rep. William S. Moorhead (D-Pa.) introduced a bill that would provide for automatic declassification of most classified material after three years and would establish an independent classification-review commission to consider any disputes.

Perlik, testifying before Moorhead's committee after the Pentagon Papers were published, urged automatic declassification after two years and establishment of a review board with representation from the working press. The Moorhead bill does not specify the commission's composition.

It is in the ranks of working newspaper men and women that "attempts at free-press abridgement are always felt first," Perlik told the House committee at the time.

The Moorhead bill, on which hearings will be held in the spring, would place limits on the use of "top-secret," "secret" and "confidential" designations to avoid their abuse and would give the review commission power to settle disputes between Congress and the President over classified information. Its decisions would be subject to court review if challenged.

2 ex-Guild leaders die

R. H. Buchanan, Toronto executive

Ottawa, Ont. — Robert H. Buchanan, executive secretary of the Toronto Guild for eight years and a former president of the Canadian District Council, died of a heart condition Dec. 23. He was 47.

Buchanan was Canadian public-relations director of the Machinists' union and editor of the Canadian Machinist at the time of his death. He had held the post since last spring.

Buchanan served as Toronto executive secretary from 1956 to 1964. Before that he was president, secretary and bargaining chairman of the Ottawa Guild.

He attended the University of Toronto and worked as a reporter and deskman for the Ottawa Citizen, the Ottawa Journal and the Montreal Gazette before joining the Guild staff.

While Toronto executive secretary, he headed the Canadian council, served as North American vice president of the International Federation of Journalists and was vice president of the Toronto Labor Health Committee.

He served as organizing, finance and collective-bargaining committee chairperson at Guild conventions and attended the initial congress of the Inter-American Federation of Working Newspapermen's Organizations in 1960.

He worked briefly for the Canadian Broadcasting Corp. in Toronto after quitting the Guild, later becoming editor and publisher of the weekly Aurora Banner. In 1971 he was appointed director of communications for the New Democratic Party.

ROBERT H. BUCHANAN

J. H. Brislin, Scranton president

Glenburn, Pa.—J. Harold Brislin, former president of the Scranton Guild and the Middle Atlantic District Council and the holder of hundreds of journalistic awards, died at his home here Dec. 20 of lung cancer.

Brislin and his wife, Gene, were a team both in the Guild and on the Scranton Tribune and Scrantonian, where he was an investigative reporter and she is woman's-page editor.

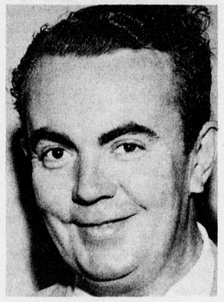
Harold Brislin was president of the Scranton Local in 1949 and Gene Brislin was president in 1962. For 12 years in between he served as president of the Middle Atlantic Council while she was secretary.

Both were frequent award winners. His included a Pulitzer Prize in 1959, a Sigma Delta Chi award, two honorable mentions in TNG's Heywood Broun Award contest and four journalistic awards from the Middle Atlantic Council. One of his stories was dramatized on "The Big Story" radio and television programs.

Among those paying tribute to Brislin on his death were Gov. Milton Shapp, who termed him a reporter "who could get to the heart of a matter." U.S. Rep. Joseph M. McDade spoke in tribute on the floor of the House Dec. 21.

Brislin began his newspaper career as a correspondent for the Scranton Times in the early 1930s after attending St. Thomas College and Penn State University. He joined the Tribune and Scrantonian in 1954.

He was editor of the Motorist, official publication of the AAA Motor Club, for a quarter-century.



J. HAROLD BRISLIN

Perlik alerts locals on jurisdictional peril

TNG President Charles A. Perlik, Jr., has sent locals an "urgent alert" against growing raids into Guild jurisdiction by printing-trades unions.

Fulfilling a mandate issued by the International Executive Board in November, Perlik urged locals to step up their own organizing efforts as well as to be on the lookout for incursions by other unions.

"As always," he said, "the best defense is a good offense.

"Specifically, this means immediately setting up permanent machinery—or revitalizing present machinery—in each bargaining unit in the local to act not only as an early-warning system but to plan affirmative programs and procedures."

Evidence indicates that such unions as the International Typographical Union and the Printing and Graphic Communications Union "are pinning their hopes for survival or expansion" on taking work away from Guild members, raiding the Guild for members and organizing in Guild jurisdiction," Perlik warned.

Since mid-November, when the IEB catalogued more than a dozen raids by the ITU and the Graphic Communications Union, there have been 10 more, Perlik reported.

Other newspaper unions, particularly the ITU, have "planned and adopted aggressive programs," Perlik said.

He cited debate during last year's ITU convention, when it was reported that ITU membership had fallen by over 11,000 members in the past 10 years and that the number of apprentices had hit a 28-year low with a drop of more than 19 percent in one year.

Perlik urged locals to develop both an organizing committee and a shop-steward system as the best defense against raids. Organizing committees should be alert for both Guild interest and activity by other unions, he said, and should notify TNG immediately in either case.

"Speed is absolutely essential," Perlik pointed out, noting that if the Guild fails to intervene before the National Labor Relations Board holds a hearing or orders a consent election, it could be kept off the ballot.

Terming a functioning steward system "the Guild's eyes and ears," Perlik said it can keep the Guild strong enough to ward off raids and pass along information on automation that will put the Guild "in the strongest position to prevent other unions from trying to take away Guild work."

ITU mounts 5 new raids into Guild jurisdiction

The International Typographical Union has captured departments in Guild jurisdiction at three more newspapers and is seeking to win two more.

The ITU won a representation election in the dispatch department of the Minneapolis Star and Tribune by a 29-to-8 vote, gained the right to represent editorial employes of the Elgin (Ill.) Courier by 18 to 3 and won an election among classified-ad employes at the Redwood City (Calif.) Tribune by 7 to 3.

At the Buffalo Courier-Express, where the Guild filed a petition to represent 31 ad-dispatch employes early in January, the Typographical Union reacted by seeking to sign up employes in a bid to intervene. The Guild represents circulation and editorial employes at the Courier-Express.

And at the Lockport (N.Y.) Union Sun & Journal, it has filed a petition to represent editorial as well as production employes. The Buffalo Guild learned of the move too late to intervene.

TNG's International Executive Board in November urged Guild locals to be alert against raids on their jurisdiction by both the ITU and the Printing and Graphic Communications Union.

The most recent raiding attempt by the PGCU (formerly the Pressmen's Union) was at Newsday in Long Island, where it lost a bid to represent circulation district managers by a vote of 163 to 141. It was the third such loss the union has suffered in elections for Newsday's circulation department in recent years.

The outcome of a PGCU effort to organize Newsday editorial employes is awaiting a National Labor Relations Board decision on 14 challenged ballots. The union holds a 149-to-138 edge in ballots already counted.

The Teamsters, too, are invading Guild jurisdiction. A bid to represent circulation employes of the Haverhill (Mass.) Gazette is dependent on the outcome of a ballot challenge.

At the Minneapolis Star and Tribune, where the Twin Cities Guild represents editorial, outside circulation and promotion employes, the Guild learned of the ITU's incursion too late to intervene. The Guild has no unit at the Elgin Courier; the Chicago Local was decertified there in 1963.

Christofferson back

TNG Contracts Committee Secretary Robert W. Christofferson returned to work Dec. 19 after undergoing extensive tests in George Washington University Hospital. Christofferson had been hospitalized for head pains Nov. 9.

Chicago Guild hits attack on lensman

Chicago, Ill.—The Chicago Guild has protested to State's Atty. Bernard Carey against an assault by an alderman and his bodyguards on Chicago Daily News Guildsman John White.

White was grabbed, pushed and punched Dec. 11 when he tried to take the alderman's picture.

The incident occurred outside the Chicago Civic Center, where Alderman Thomas Keane had just been acquitted of misconduct in office and conflict of interest. Keane grabbed White and shook him while ordering the bodyguards to seize White's camera.

A bodyguard punched White in the cheek and the camera was pushed into his face in the ensuing scuffle.

The state attorney's office has filed assault charges against the alderman and four of his bodyguards.

Court affirms bias charge in Memphis

Memphis, Tenn.—A Federal Court judge has ordered the payment of $7,349 to a black Seventh Day Adventist whom the Memphis Press-Scimitar refused to hire in 1967.

The Scripps-Howard paper said it couldn't hire the newsman, McCann L. Reid, as a copy editor because his religion prevented him from working on Saturdays, the Adventist Sabbath. Reid charged religious discrimination.

Judge Robert M. McRae, Jr., while saying the paper had not been guilty of "overt discrimination" on religious grounds, noted that the Civil Rights Act of 1964 also forbids "practices that are fair in form but discriminatory in operation."

McRae held that the Commercial Appeal had not established that hiring Reid would cause it "undue hardship," the criterion the judge had been directed to consider when the case was remanded to him by the Sixth Circuit Court of Appeals in 1971. McRae had originally dismissed the case.

McRae ordered Reid compensated for the difference between the salary he would have earned working for the Commercial Appeal and the pay he received as editor of the Tri-State Defender, a black weekly, from 1967, when he was refused a job, until 1970, when he took a position with the Equal Employment Opportunity Commission.

On the scheduling problem, the heart of the company's defense, McRae said that while it might cause "additional burdens which might be considered a hardship for management," it wouldn't be "an undue hardship."

The company had told Reid it feared a complaint from the Memphis Guild should he be given Saturdays off in preference to employes with greater seniority. But James H. White, local president at the time, said scheduling was a management responsibility and that the Guild would not object.

Company attorney Armistead Clay said he would recommend an appeal of the court decision.

Vancouver taps M'Kim as executive secretary

Vancouver, B.C.—Jack McKim, vice president of the Vancouver-New Westminster Guild, has been named to succeed William H. McLeman as local executive secretary.

McKim was appointed by the local executive committee in December and took office Jan. 1. McLeman, who held the position for nine years, resigned to become the Guild's Canadian director in November.

McKim has been a circulation district advisor at the Vancouver Province for 20 years. Active in Guild affairs since the local affiliated with TNG in 1957, he has been a member of the executive committee and membership director. He has been a delegate to four Guild conventions.

A circulation shop steward, McKim was a picket chairman during disputes that shut down the Sun and the Vancouver Province in 1967 and 1970.

JACK McKIM

Born in Calgary, McKim came to Vancouver after serving in the Royal Canadian Air Force during World War II.

Minority-training plan started by Guild, Tacoma newspaper

Seattle, Wash.—The Pacific Northwest Guild and the Tacoma News Tribune have launched a minority-training program, but Seattle publishers have rejected a Guild demand to reopen their contracts to bargain on matters involving race and sex discrimination.

The Tacoma program will be conducted under the supervision of a joint Guild-management committee. The first trainee, a black, was hired in the editorial department in December a short time after the program was announced.

The training program, product of a year's discussion between the News Tribune and the Guild, will cover both commercial and editorial departments. The joint committee will select the trainees as well as draw up the program of training they will undergo.

The Guild had sought to reopen contracts at the Seattle Times and Post-Intelligencer after the Equal Employment Opportunity Commission accused the Post-Intelligencer of a wide range of discriminatory practices. The Guild was included in the complaint because the EEOC said the relief it was seeking might be inconsistent with some terms of the Guild's contracts at the two daily newspapers.

The Guild asked for the reopener to negotiate an affirmative-action program on hiring and promoting women and minority-group members. As a starter, it asked for data on the number of minority-group employes on each paper.

The publishers told the Guild it could obtain that information on its own. And they rejected the request to reopen on the ground that nothing in their contracts was unlawful.

Guild Administrative Secretary Kirk Smith said that information "should be of interest" to the EEOC, since the Post-Intelligencer told the commission in an official reply that if any of its practices were discriminatory it was because of its contracts with the Guild and the Typographical Union.

The publishers offered to discuss the matter unofficially, but a Guild membership meeting authorized Smith to reject the suggestion. Negotiations for new contracts will start within a month, and the issue will be made a priority item on the bargaining agenda, the administrative secretary said.

Photo by Bill Crouch, San Francisco-Oakland Guild

Starting maternity leave

Oakland Tribune Women's Editor Joan Woods White is wheeled through the city room to applause after giving birth to an eight-pound girl in the women's lounge. Two other staff members, Joan McKinney and Karen Emerson, assisted in the unexpected delivery minutes before the copy deadline for the final home edition Nov. 28. White was back in the newsroom just 12 days later.

Bias found in firing

Newsweek told to hire minorities

Finding Newsweek magazine guilty of discrimination in firing black reporter Samuel F. Yette, the District of Columbia Human Rights Commission has ordered Newsweek to establish an affirmative-action program for hiring minorities.

A commission panel ordered the magazine to pay Yette $1,000 for firing him in January 1972. It was also ordered to pay the fees of Yette's attorney, Clifford L. Alexander, former director of the Equal Employment Opportunity Commission.

But Newsweek Editor Osborn Elliott said the company was "surprised and dismayed" at the commission's action and planned to "take whatever steps are appropriate to demonstrate that Mr. Yette's discharge was based solely on professional considerations."

Yette charged at the time of his dismissal that he was fired because of views expressed in his book, "The Choice: The Issue of Black Survival in America." The book raised the possibility of black genocide.

Yette, now a journalism professor at Howard University, expressed gratification at the commission decision, which requires Newsweek to report regularly on the progress of minority hiring.

"I hope the implications are clear and effective for the rest of the media in the nation's capital," he said.

Black employes charge Detroit News with bias

Detroit, Mich.—A group of black employes has filed a suit charging the Detroit News with discriminatory hiring and promotion practices.

The suit was brought in Federal Court by the Association for the Betterment of Black News Employes. It accuses the News of discrimination through hiring practices, standards and tests that "disproportionately exclude blacks from employment and deny them promotion and transfer opportunities."

The Detroit Guild recently filed similar charges against the Detroit Free Press with the Equal Employment Opportunity Commission. The Guild represents only maintenance employes at the News.

The suit against the News charges that the newspapers' complement of black employes is "severely disproportionate" to the number of blacks in the Detroit area. It seeks back pay and compensatory damages for persons injured by discriminatory policies.

News Personnel Manager William R. Thomas declared that the News is "committed to the policy of assuring equal opportunity." He said the fact that its hiring of blacks "has not kept pace with the substantial growth of the black population . . . does not justify a conclusion of discriminatory practices."

N.Y. Guild aids women's parley

New York City—The New York Guild is helping to finance a New York trade-union women's conference scheduled for Jan. 19.

The Guild's executive committee and representative assembly endorsed the conference and voted a $100 contribution. The Guild's contribution and those of other New York unions will keep the registration cost down to $2 per person. The New York City Central Labor Council is supporting the conference.

Among those on the conference planning committee are TNG International Representative Edna Berger, Louise Walsh, assistant administrator of the Wire Service Guild, and Guildswoman Betsy Wade, a women's-caucus leader at the New York Times.

The conference, sponsored by the New York State School of Industrial and Labor Relations at Cornell University, will explore the problems of recruiting women to union membership and making them more active in their unions.

Gridiron Club stays all-male

Washington's Gridiron Club, picketed the past four years for refusing to admit newswomen, rejected a proposal to take them into membership Dec. 8.

The club voted 26 to 18 to drop its male-only policy, but the vote fell short of the two-thirds majority required. Proponents of the change argued that unless women are admitted, government officials will increasingly desert the club's annual dinner under pressure from women's-rights groups.

This year the Journalists for Professional Equality, which picketed previous Gridiron dinners, is staging a "Counter the Gridiron" dinner April 6—"no tie, blue jeans optional."

Female reporters, editors seek new day at Newsday

Garden City, N.Y.—Forty female reporters and editors at Newsday filed charges Dec. 27 accusing the newspaper of maintaining "a pattern and practice of employment discrimination against women employes" of the Long Island newspaper.

The charges were filed with the Equal Employment Opportunity Commission.

The women's group is seeking numerical parity with male employes at "every professional job level," equal pay and equality in assignments, travel and fringe benefits. They are asking compensatory back pay for salary discrimination they estimated would total hundreds of thousands of dollars.

Newsday Publisher William Attwood denied the charges. The newspaper says 23 percent of its employes are female, but the women's group said it had been unable to obtain a staff breakdown.

Negotiators try to end Wilkes-Barre impasse

Wilkes-Barre, Pa.—Negotiators for the Guild and the Wilkes-Barre Sunday Independent returned to the bargaining table Jan. 4, two weeks after a Guild proposal to settle the two-month-old Independent strike ran into a stalemate over wages.

Carl Pesavento, chief Guild negotiator, said that the company "indicated more of a willingness to reach a settlement" at the 2½-hour meeting, called to break the wage impasse. Another session was scheduled for Jan 11, with TNG International Representative Harry McCormick assisting.

The Guild and Independent Publisher Thomas F. Heffernan had previously agreed on a $23 increase in key top minimums over 23 months. But a settlement foundered on Heffernan's insistance on a no-strike clause operative for six months after contract expiration.

The Dec. 20 bargaining session was an outgrowth of a picket line conference initiated by Heffernan with Pesavento and Local President Jack Wallace the day before. Heffernan said that, despite his recommendation to stockholders that the paper be sold because of the strike, he did not want to sell.

The Guild presented a proposal calling for wage increases of $43.75 over 27 months, an additional 40 cents a shift per member for pensions, payment of December health-insurance premiums for the strikers, updating of the contract's job-security clause and the creation of a new position, chief dispatcher.

Heffernan said there was "nothing wrong" with the nonwage provisions but said he'd have to confer with his attorney on wages. The next day, at a 20-minute bargaining session, the attorney, Richard Goldberg, and General Manager Joseph Ressa said the Guild's wage proposal was "not even in the ball park."

Heffernan did not attend the meeting but subsequently sent a letter rejecting the proposal.

Discussions of a longer-term contract had begun at a bargaining session Dec. 15, at which the prickly no-strike issue receded into the background.

Pesavento, in a statement issued after the meeting, said Guild members at the Independent "want to return to work but remain steadfast in their desire to achieve an equitable settlement and are opposed to attempts to strip the union of its effectiveness by previous demands for a no-strike guarantee for at least six months."

A Christmas party for strikers' children was held Dec. 22, with gifts donated by a local firm. The local bought Christmas turkeys for each of the strikers, and members at the Times-Leader, News, Record contributed more than $300 to a Christmas collection for them.

Sacramento Guild files at Fresno Bee

Fresno, Calif.—The Sacramento Guild has filed a petition to represent 100 editorial employes of McClatchy's Fresno Bee.

The petition was filed with the National Labor Relations Board Dec. 17 after an organizing drive assisted by International Representative Dick Pattison. The Bee's first response to the campaign was announcement of an increase in mileage rates.

The Bee is a 110,000-circulation evening paper. It is a cousin to McClatchey's Sacramento Bee, 160 miles northwest, where the Sacramento Guild has a contract.

White House won't back up 'vicious-press' charge

The White House has informed the National News Council that it isn't prepared to back up President Nixon's charges against the press with specifics.

Executive officers of the council, which is investigating Nixon's charge that the media have engaged in "outrageous, vicious, distorted reporting," met with Presidential Press Secretary Ronald L. Ziegler Nov. 29 after failing to receive any response to repeated requests for documentation of the charge.

William B. Arthur, the council's executive director, reported that Ziegler said he believed it "inappropriate for the White House to act in concert with the council in its announced study of the President's charges." Deputy Press Secretary Gerald L. Warren said afterward that the White House could not provide specifics "because we simply don't have the staff or the time."

The 15-member council decided to proceed with the investigation anyhow, voting unanimously to renew its request to Ziegler. Meanwhile the council asked Vanderbilt University, which monitors and indexes network news broadcasts, to furnish abstracts of newscasts involving the President.

A recent Harris Survey taken after Nixon's press-conference charge against the media showed a 65-percent negative reaction. And a more far-ranging poll by Opinion Research Inc.—a polling firm that has been employed by the White House and the Republican National Committee—showed that the public gives both television news and the print press higher marks for credibility than it does the President.

The Opinion Research poll showed 57 percent disagreeing with Nixon's charge of distorted reporting and only 30 percent in agreement. Asked whether they would be more likely to believe a news report of Administration wrongdoing than a White House denial, 46 percent said they would give more credibility to the report as against 30 percent who said they would credit the denial.

Fifty-seven percent said they thought the press had performed "a valuable public service" in its coverage of the Administration; only 23 percent thought it has been "out to get the President."

The poll offered little to support the contention that the public thinks reporters have been too tough on the President at press conferences. Seventy-six percent said reporters should be "tough and probing at the risk of being discourteous;" only 19 percent said they shouldn't.

And a Harris poll commissioned by the U.S. Senate showed that only 18 percent of the population has confidence in the White House, putting it at the bottom of a list of U.S. institutions that included the press.

The print media and television were the only institutions to show a gain in confidence over 1966; 41 percent expressed confidence in television and 30 percent in the print media. In 1972, only 18 percent had confidence in the press, a decline from 29 percent in 1966, and only 17 percent voiced faith in television news, down from 25 percent.

Sixty three percent of the public felt that "disclosures about corruption in government would not have happened if it had not been for newspapers and television news," Harris said.

A confidential Gallup poll made public in January indicated that a majority of the public supports the press's role as a watchdog on government and believes that reporters should have legal protection against forced disclosure of their sources.

Sixty-two percent supported reporter-privilege laws, a five-cent increase over such sentiment in December 1972, before the torrent of Watergate disclosures. And 53 percent said they agreed with the press that the government classifies too much information as confidential; only 33 percent sided with the government.

Meanwhile, 72 percent of television news directors participating in the Alfred I. duPont-Columbia University Survey in Broadcast Journalism said Watergate has given new hope and self-respect to their news personnel, and 17 percent said it has produced a decline in complaints of news bias.

The duPont-Columbia report said Watergate "drastically reduced the effectiveness of the Administration's long-standing campaign against the networks." While the Administration returned to the attack, the report said, "it was from a severely compromised position and against an adversary whose morale had been dramatically improved."

Networks claim Nixon reprisal

Los Angeles, Calif.—The Columbia Broadcasting System, the American Broadcasting Co. and the National Broadcasting Co. have charged that a 1972 Justice Department antitrust suit to bar the television networks from producing entertainment programs is an act of reprisal by the Nixon Administration for their news-coverage policies.

CBS, in a reply filed in Los Angeles Federal Court, said the suit charging a monopoly of network programming was part of "an unlawful plan" to use government machinery to "restrain, intimidate and inhibit criticism of the President of the United States and his appointees." ABC and NBC made similar although less explicit charges.

Bay local urges impeachment; Buffalo meeting censures IEB

The San Francisco-Oakland Guild's representative assembly has called for President Nixon's impeachment, but a Buffalo Guild membership meeting voted to censure the International Executive Board for its impeachment call.

The Pacific Northwest Guild's Tacoma News Tribune Unit also voted to disavow the IEB's stand. The vote was 16 to 9 at a meeting called after 35 members signed a petition asking for unit action.

The San Francisco-Oakland impeachment resolution was adopted by a 14-to-12 vote after lengthy debate. The resolution called on local members to write their congressional representatives in favor of action against the President.

A motion to conduct a membership referendum on the issue was defeated.

The Buffalo membership meeting, with about 20 attending, adopted with one dissent a motion by President Joseph P. Ritz to condemn the IEB for "high-handed action" in calling for impeachment. Ritz charged that the board, in voting the resolution at a time when public confidence in the press is being challenged, "acted with the political wisdom of a Gordon Liddy."

The board's position was also denounced by Knoxville Guild President Harold Harris. Harris, in a letter to TNG President Charles A. Perlik, Jr., said it was improper for the IEB "to tell me and my members how we should think on this grave matter," declaring that to impeach the President would be "another smear on this land."

In Twin Cities, meanwhile, where a Guild membership referendum disavowed the IEB's impeachment call last month (GR, Dec. 14), Gordon Spielman, chairman of the local's Union Advocate Unit, protested the referendum motion, which required members to vote "no" if they wanted to support the IEB's position. The vote was 284 to 106 against the impeachment call.

"Surely the galaxy of news writers included on our local's executive board could have worded the question in a manner less calculated to produce the given result of divorcing Twin Cities news people from the great mass of working men and women who are suffering from a long list of economic grievances" under the Nixon Administration, Spielman said.

Meanwhile, the AFL-CIO, in the sixth in a series of documents presenting the case for impeachment, cited a long list of Presidential actions "interfering with the constitutionally guaranteed freedom of the press by means of wiretaps, FBI investigations and threats of punitive action."

36 at Hammond Times face charges in strike

Chicago, Ill.—Hammond Times members who are crossing picket lines to work during a Typographical Union lockout are facing action by a Chicago Guild trial board.

The local executive board in December sent the trial board charges accusing 36 members of acting in collusion with management, acting to defeat the Guild's constitutional purposes and disobeying the "lawful decision" of a Guild body. In addition, William Nangle, who was elected unit chairman by the 36 who continue to work, was charged with entering into a "yellow-dog" contract.

Charges accusing the Hammond members of taking legal action against the Guild before exhausting constitutional remedies, of working for a struck or locked-out shop and of withdrawing designation of the Guild as their collective-bargaining agent were dismissed.

The executive board voted to suspend Nangle, the board's other Hammond representative, Terry N. Tieman, and alternate Thomas Inkley in accordance with TNG's Constitution pending a decision on the charges against them.

A petition by 29 Hammond members had asked that they be allowed to continue functioning on the board despite a constitutional provision requiring suspension of officers pending trial-board action.

The Hammond Unit subsequently asked the executive board not to proceed with negotiations for a new contract at the Times until the lockout is ended. The current Times contract expires June 30.

The executive board rejected a motion to have a five-member committee meet with the unit to determine whether anything can be done to avoid "a CNG Vietnam."

Ten Guild members are observing the printers' picket lines, but a majority of the unit rejected a Chicago Guild directive not to handle struck work and has continued on the job.

Nearly $500 in donations to a lockout fund were given to the "outsiders."

CJOH taking discharge case to Canada's Supreme Court

Ottawa, Ont.—An Ottawa Guild charge that a sportscaster for Station CJOH-TV was dismissed for Guild activity is headed for review by the Canada Supreme Court.

CJOH is appealing an Ottawa Supreme Court decision overturning a Criminal Court judge's dismissal of the charge. The appellate court ruled that Judge Harry Williams had erred in law and sent the case back to him for a new decision.

The Canada Supreme Court will hold a hearing next month on whether to take the case under review.

The Guild obtained provincial permission to prosecute the station on an unfair-labor-practice charge after the company dismissed sportscaster Joe Spence in the midst of negotiations to include him in contract coverage. Judge Williams ruled that the Guild had not proved beyond a reasonable doubt that Spence's dismissal was because of Guild activity.

Photo by Wallace M. Thrower, Gary Guild

Christmas stocking

Food parcels for the poor are packed by Thomas Stundza, left, chairman of the Gary Guild's Christmas Neediest Fund, and Local Secretary Robert Ashley. The Guild campaign, conducted for the second consecutive year, raised more than $500 to provide Christmas baskets for 258 persons, 59 more than last year. The Guild and the Gary Post-Tribune each contributed $100.

Marking time in Milwaukee

and other tales from an expatriate's Journal

By John Stallard

Madison Guild

MADISON, WIS.—This is 70 miles west of what some might call a lemon and what others might refer to as the diamond of journalism: The Milwaukee Journal.

For those who haven't been briefed on merit badges lately, the Journal is consistently rated among the top 10 U.S. newspapers and as one of the top three by several authorities, along with the New York Times and the Christian Science Monitor.

If it's that good, it must be a grand place to work, even without a Guild contract, right?

Consider that last year when some reporters tried to form an association to take up "professional" issues, management refused to meet with it on grounds that to do so could be construed as recognition of what might turn out to be a union.

At about the same time, management turned thumbs down on a journalism review the reporters sought to publish, substituting a newsletter of its own "with some contributions indirectly from employes," according to Journal Editor Dick Leonard.

"It's not what we had in mind," said one reporter.

And would you believe that an organization that supposedly has a collection of some of the best reporters in the country, one that sets a journalistic example for the rest, has a time clock in the newsroom?

That's right, a time clock. There are big racks of cards with everybody's name on them and a time clock about 20 feet from the city desk.

(Once before, after leaving the Journal, I wrote about some of the peculiar working and freedom-of-the-press conditions there, and a colleague said the piece sounded like something from a jilted lover. I certainly didn't feel that way.)

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I LEFT THE JOURNAL for personal reasons, mostly a strong desire to get out of the urban rat race.

So why didn't I just move to the country? I did. But some people's idea of the country and mine are different. Mine is up amongst the eagles in Northern Wisconsin.

Most of the kind of writing I do best could be done at or near home, and Journal management knew this. However, there is an unofficial company rule that (with few exceptions) you must live in or within reasonable commuting distance of Milwaukee.

I had a good shot at being hired by the Journal for a third time about a year ago. The first question asked was would I move back to Milwaukee? It was an outdoor writer's job with no reason to live in Milwaukee. I said, "no," and the deal was off.

One of the reasons the Journal wants all reporters to live in Milwaukee is so they can come in each morning and keep that time clock working.

Editor Leonard sets the example by personally punching his card each morning, then striding between the reporters' desks to his carpeted office. You also have to punch out in the afternoon.

But aside from such absurdities, how *are* working conditions at the Journal?

In some ways, not bad. In other ways, an insult.

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THE JOURNAL CO. owns the two largest newspapers in Wisconsin, the afternoon Journal (daily circulation 350,000; Sundays, 542,000), the morning Sentinel (circulation, 178,000) and the state's largest television-radio business, WTMJ. It employs about 1,600 people, including about 350 news and editorial types.

The company dominates journalism in Wisconsin and is very wealthy. It usually has about six million dollars left over each year after all bills are paid, including stock dividends—and those are very handsome.

Printing-craft unions represent the Journal Co.'s production employes, but none of its editorial, advertising or clerical people are represented by a union.

The Journal has evaded any serious attempt at organizing by keeping so near the general editorial-department minimums that in some minds it is useless to consider the Guild.

There is a posted company policy with pay scales up to about $235 weekly for five years. Some journeymen reporters are actually paid that amount, some are paid considerably more. (The average reporter top minimum in Guild contracts as of Dec. 1, 1973, was $258.83.) All salaries are carefully guarded, and that results in keeping a lot of them relatively low.

There is an open merit-pay system in which individuals can be given merit raises at any time. I got three in one year.

But the merit raises seldom are exceptional—$10, $15 or $20 weekly, the latter for some real hot work. If the company feels you've broken your back or won the Barney Google Award, they'll call you in for a $10 raise. Or if you're not happy, you go in to Managing Editor Joe Shoquist and beef. Sometimes, you can reason with Joe. But sometimes the strategy would make a moralist climb the walls. A reporter got a raise once simply by arguing that he had seven children and the cost of living was a severe problem.

Everybody is always told to keep their pay to themselves. In some respects, this may be a good idea, insofar as avoiding mayhem. Bitter resentment has developed when some reporters discovered that others were making more money.

As near as I can determine from talking to contacts recently, the better-standing reporters are paid $280, with a few getting $300. If any reporter is getting more, he's guarding the secret better than a man putting a chastity belt on his wife. But again, some journeymen are getting $240.

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THE FRINGE-BENEFIT PACKAGE of hospitalization and vacation is about the same as the minimum standard throughout the industry, and after six months, all reporters are covered by a company-paid, $12,000 life-insurance policy.

Overtime, the great plague with all publishers, is a Mongoloid, bastard offspring. It's taken care of by minimum standards and when-and-if-you-catch-me. If a reporter is sent to a night meeting, he is expected to turn in only the time from when the gavel was rapped to actual adjournment. If that honestly happens to be four hours, he invariably will hear a beef from the city editor, who will try to talk him into cutting it down.

Overtime spent traveling to a place—and in a metropolitan area 40 miles long that can easily be an hour—is not supposed to be turned in. If you do, again expect a fight with the city editor.

Some of the old-timers at the Journal are still laughing about an innocent act I pulled from Vietnam in 1966. After I had been there about two months, I sat down one night and filled out some overtime cards and stuck them into an envelope with one of my stories.

At the Journal, the telegraph editor dumped the contents on a desk, and when the cards spilled out, everybody went into hysterics. I guess it was about like spitting on the floor in the White House. Nobody had ever done it before.

Shoquist fired off a letter to me stating that company policy was not to pay overtime on "out-of-town assignments." He reminded me of the privilege and prestige of being a Milwaukee Journal war correspondent.

I was getting paid the same amount as when I was doing city assignments in Milwaukee, and I reminded Joe that the stinking war didn't end at 5 p.m. We haggled by letter and I threatened to quit, and eventually we worked something out. But to this day, the Journal still does not pay overtime on out-of-town assignments.

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THE BIGGEST FRINGE BENEFIT at the Journal is the company stock plan. After three years, all employes are eligible to buy company stock. The stock can be purchased only by employes. Even spouses cannot own it.

The stock is a constant in-house battle. You get it according to conditions of the moment or how well you are liked or by how much influence you're able to muster.

About a month before I became eligible, Arville Schaleban (then associate editor) called me in with an enthusiastic pitch to take advantage of a good thing: "Buy all you can." The stock was then $72 a share, and I grabbed the bait, raising $3,000.

On the big day, Arville called me in again, but with a different tone. He apologized: "Everybody wants this stuff. It's really hard to allot it."

The best he could let me have was seven shares. Through a retirement, 300 shares had become available and I found out later that most of it went to people who already had several hundred shares each.

So how does the Journal keep people on the hook with such systems? It's a great method of debauchery and cajoling that Tricky Dick Nixon would applaud.

Much of its success has to do with pomposity and prestige. The Journal is constantly aware of its standing, and it presses that point continually. People are constantly reminded, ever so subtly, that: "This is *The* Milwaukee Journal. It's a privilege to work here. It's an honor to be sent on out-of-town assignments. We send only our best reporters to cover a war. Blah, blah, blah."

In Madison, with the Capital Times (six-day-a-week afternoon circulation, 45,000), it's much different. It's all spelled out in the Guild contract and enforced. We work a 37½-hour week, go home at 3:30 and get paid $288 with no arguments. My home is any place I select. (I commute 216 miles on weekends.) All overtime is paid. Never any problem—as long as it is approved in advance by one of the editors.

Also, there is no worry in Madison about driving 30 miles to cover a half-hour night meeting. Our contract specifies a minimum of four hours' overtime for any call-back assignments.

And when a group here decided to start the Madison Journalism Review last spring, no one thought it necessary to get management's permission first.

Unions' ad spurs ouster call

Photo by Robert E. Dorksen, Cleveland Guild

At Farm Workers' fiesta

Cleveland Guild President Anthony M. Natale, left, and Virginia O'Shea, chairperson of the Cleveland Press Unit, right, discuss United Farm Workers' grape and lettuce boycotts with UFW Vice President Dolores Huerta and her husband, Richard Chavez, brother of UFW President Cesar Chavez, at a UFW fiesta in Cleveland Dec. 16. The Guild is part of a Cleveland union committee pushing for support of the boycotts despite opposition by the Meat Cutters' and Retail Clerks' unions.

Cleveland, Ohio—Cleveland Guild Executive Secretary Jack F. Weir called for the ouster of two unions from the Cleveland AFL-CIO Federation of Labor after they published a full-page ad Dec. 19 attacking the United Farm Workers.

Weir, who is cochairman of the Cleveland Labor Committee in Support of the UFW, said the ad was in violation of national AFL-CIO policy, which supports the Farm Workers.

The ad was published in the Cleveland Plain Dealer by Meat Cutters District Union 427 and Retail Clerks Union Local 880. It attacked the UFW's grape and lettuce boycotts as "offensive and ineffective" and urged consumers to ignore UFW pickets at Cleveland stores.

Weir said there was no evidence supermarket workers had suffered job losses as a result of the boycotts and that, even if there were, "it is the normal sacrifice that unionists must make to support brothers and sisters."

Weir's call for the two unions' expulsion produced a bitter debate at a Cleveland Federation of Labor meeting Jan. 9, but no action was taken. Weir's position was supported by a number of unions, but the matter was allowed to rest on an executive-board decision to ask AFL-CIO President George Meany for clarification of the federation's position on supermarket boycotts.

To be higher priced, monthly

Resurrection of Life planned

New York City—Life magazine, which folded 13 months ago with the loss of 150 Guild-covered jobs, will be revived as a monthly, Time Inc. Editor-in-Chief Hedley Donovan announced Jan. 3.

Donovan told former Life employes at a company reception that Time Inc. expects to relaunch the picture magazine by next year. He said it would have a smaller circulation and a higher price than its weekly predecessor, making it less dependent on advertisers.

There was no indication of how many former Life staffers would get back their jobs. The Guild has received no notice of the company's plans.

Of 320 Life employes displaced by the closing, 153 were given jobs elsewhere in the company. Fifty employes of other Time publications, including 12 whose jobs were covered by the Guild's contract, were dismissed to help make room for them.

The Guild contested one of the dismissals in a test case, holding that Time had no right to dismiss anyone except Life staffers. But arbitrator Peter Seitz upheld the company, ruling that the contract, which does not provide for seniority in dismissals, allows the company to choose those it wants to dismiss for economic reasons.

The reception at which Donovan divulged plans to bring Life back to life was held to mark a special Life report, "The Year in Pictures," the second special issue to be published since the magazine closed down. The only advertiser was Time magazine's principal competitor, Newsweek.

Donovan said the company has been encouraged to proceed with plans for reviving Life by the public reception for its book, "The Best of Life," which has sold 950,000 copies at from $14.95 to $19.95—"the biggest dollar sales for a hard-cover book in publishing history," Donovan said.

The company also reportedly has been motivated by the success of the Saturday Evening Post's comeback venture. The Post is publishing as a quarterly but expects to go monthly later in the year when the paper shortage eases.

The company is launching another magazine, People, in March. It is an outgrowth of Time magazine's "People" section.

The swath cut through other Time departments to make room for Life employes created widespread resentment, not all of it among those displaced. Some relocated Life employes had to take pay cuts as big as $1,000 a year, although there were raises for some.

Management said it was taking the opportunity to "weed out the deadwood," but several staffers charged that department heads were replacing employes who were "troublesome" with others who in many cases were less qualified.

Guild Local Representative Jean Davidson noted at the time that none of those dismissed had ever had any indication their work was unsatisfactory. The company refused to provide the Guild with a list of those fired.

"We sat up half the night thinking of what was the worst that could happen if Life folded—and we didn't think of half of it," Guild Unit Chairman Wilton Woods told the Wall Street Journal.

The Journal said the closing of Life had apparently "become the occasion for a basic change in corporate style—from cozy paternalism to tough-minded efficiency."

The economy ax fell again last summer, when 17 employes in non-Guild jobs at Fortune were dismissed. Eight editorial jobs were also eliminated, but seven of those holding them left voluntarily and one was relocated.

Life's demise, together with its retreat from the phonograph-record business and the closing of Sports Illustrated's Stamford, Conn., new-projects division helped the company boost its 1973 profits, which it estimated before the year's end would rise 40 percent.

Saturday Review pays its survivors

New York City—Forty-nine Guild-covered employes left jobless when the Saturday Review suspended publication in April will receive minimum payments of $600 under a settlement plan negotiated with the bankrupt company.

The agreement, negotiated by an attorney retained by the Guild, will provide the minimum payments in lieu of priority claims in bankruptcy proceedings. In addition, employes will get approximately 15 percent of the balance of wage, severance-pay, notice-pay and expense claims totaling $750,000.

The Saturday Review was merged with Norman Cousins's World magazine in June, but few if any Guild-covered employes were restored to their jobs.

Detroit shoppers hit by new NLRB counts

Detroit, Mich.—A barrage of new National Labor Relations Board charges has hit the Detroit East Side Shopper chain, which is already defying an NLRB order to bargain with the Guild.

The board's latest complaint charges the company with, among other violations:

- Reprimanding, suspending and firing employes for violating an illegally broad rule against solicitation of Guild membership.
- Instructing employes not to discuss the Guild on company property.
- Removing an employe bulletin board because it was used to post Guild material.
- Instituting a personal-appearance policy and dress code for editorial employes.
- Changing work hours in the editorial department.

The Guild, meanwhile, has filed unfair-practice charges as the result of two more dismissals, one of a Guild organizer last August and the second of a new employe fired in November after being warned against Guild activity. Management claimed economic reasons for both dismissals.

Four employes had previously been dismissed for Guild activity. Dismissal of the first three was one of the bases on which the NLRB set aside an election lost by the Guild and certified it as bargaining representative.

The board has gone to court to enforce its bargaining order.

Macomb agreement adds 6 to Guild unit

Mount Clemens, Mich.—Management has agreed to the incorporation of six elevator operators and janitors in the Detroit Guild's unit at the Macomb Daily.

The six have been on the payroll of a company subsidiary but will be restored to the newspaper's rolls. Coverage of the group will be included in the Guild's existing contract, with wage rates to be negotiated as an amendment.

General Manager James Brown told TNG International Representative Willard Hatch of the company's decision Jan. 2, ending a period of confusion over the employes' status. The GR reported erroneously Dec. 14 that the Guild had filed a representation petition for the group; actually, it had sought voluntary recognition.

Contract at Star-News to spur minority hiring

Emphasis on minority hiring and training programs is contained in a new Washington Star-News contract ratified by unit members Dec. 14.

The contract, which provides for a record $422 key top minimum (GR, Dec. 14), incorporates the company's affirmative-action program for recruiting and hiring minority-group members and sets up a joint Guild-management training committee.

The committee will review current minority-geared training programs in the editorial department and develop similar programs for commercial and technical employes.

The contract calls for feasibility studies of child care, a four-day week and sabbatical leaves. And a growing issue, the use of free-lance writers, was resolved by an agreement to instruct editors not to farm out assignments that should properly be handled by the staff.

Another job-security measure calls for four weeks' notice to the Guild of economy dismissals so that alternate money-saving methods can be discussed. Meanwhile, the severance-pay ceiling is increased from 60 weeks to 64 in two steps.

The car-mileage allowance is increased from 12 cents to 14, and a joint committee will review the allowance quarterly to protect against anticipated steep increases in gasoline prices during the energy crisis.

Terre Haute settlement hikes minimums to $215

Terre Haute, Ind.—Top minimums for reporters and district managers at the Terre Haute Tribune and Star are increased $15, to $215, in a new two-year Guild contract.

The top for telephone operators is raised $6.62, to $124.12, and that for copy boys $6.41, to $118.16. The settlement is retroactive to May 1972.

The company's weekly pension contribution is increased $1 per employe, to $7.50, and the publisher will assume the full cost of medical insurance, formerly paid by employes.

The contract's no-discrimination clause is broadened to prohibit bias against applicants as well as employes. And a revised maternity clause forbids any employe's being required to take a leave of absence because of pregnancy.

Teamster strike stills presses for two days in Pittsburgh

Pittsburgh, Pa.—Publication of the Pittsburgh Post-Gazette was suspended Jan. 4 and 5 by a Teamsters' strike against the Pittsburgh Press, but 90 Guild-covered employes were kept on the payroll.

The Teamsters stopped work Jan. 3 in a dispute over a new contract with the Press but did not put up picket lines. The Post-Gazette is published in the Press plant and was forced to suspend publication along with the Press. The issues in dispute were not publicly disclosed.

The walkout began two days after the Teamsters' old contract expired. It ended late Jan. 4 when the union and management accepted a federal mediator's proposal to return to work on a day-to-day basis while settlement efforts were resumed in Washington starting Jan. 8.

The Press resumed publication with its Sunday issue Jan. 6, and the Post-Gazette, which doesn't print Sundays, was back on the stands Jan. 7.

Justice opposes 3 publishers' radio, TV licenses

(Continued from Page 1)

tions owned by Cowles Communications Inc. in Des Moines. The Guild's St. Louis Post-Dispatch contract covers 90 KSD employes.

Former FCC Commissioner Nicholas Johnson, a foe of media monopoly, accused the Justice Department of waging "war on the media" in the partisan interests of President Nixon by selecting "outstanding independent newspapers" like Pulitzer's and Cowles's.

If the department were "really interested in the media ownership problem," he said, it would move against the Chicago Tribune, the New York Daily News and the Cox newspapers, "which ordered all of its newspapers to support Nixon."

The Justice Department vigorously denied the charge. Public Relations Director John W. Hushen insisted that media criticisms of the President "have absolutely nothing to do with our position."

"The FCC has been diddling around for three years and has not done anything on it," he said, referring to a three-year-old proposal that would break up media monopolies wholesale. "The Justice Department simply got tired of waiting."

But David Kruidenier, president of the Register and Tribune Co., said the department's move smacked of "political intimidation." He noted that Clark R. Mollenhoff, Washington bureau chief for the Des Moines papers, has been "rather aggressive" at the President's press conferences and that the Register and Tribune have been "very critical on Watergate."

Continuation of the St. Louis and Des Moines licenses "would perpetuate the high degree of concentration in the dissemination of local news and advertising," the department said.

The department said Pulitzer's ownership of the Post-Dispatch and its broadcast stations and Newhouse's ownership of the St. Louis Globe-Democrat and its station give them 80 percent of the area's advertising revenue, "contrary to antitrust policy."

In addition, it said, "two-firm domination of the sources of local news and opinion in a community of over a million and a half . . . cannot be said to be in the public interest."

The department noted that while the two newspapers maintain they are independent, they operate under a joint agreement that includes profit-sharing.

In Des Moines, the department said, the Cowles-owned Register and Tribune and the Cowles Communications radio and television stations "appear to have more than 80 percent of the Des Moines market . . . for national news and advertising."

A Cowles Communications spokesman said the company doesn't own the Register and Tribune nor do the newspapers own Cowles Communications, although they have under 10 percent of its stock. The Justice Department said the properties are both owned by members of the Cowles family, however.

The department has asked the commission to conduct hearings on the Milwaukee Journal's renewal application. The company owns both Milwaukee papers—the Sentinel as well as the Journal—and the department said it receives an estimated 75 percent of the area's advertising revenues.

Deputy Asst. Atty. Gen. Donald J. Baker stated the department's position in a letter sent after the FCC denied its request for an extension of the deadline for a petition to deny renewal.

Baker said that, regardless of the fate of the FCC's proposed rule on media concentration, the commission must act in situations where ownership is so concentrated that renewal "cannot be squared with the public interest."

FCC Chairman Dean Burch indicated after the Justice Department acted that the commission would begin considering the proposed antimonopoly rule within three weeks. It is not expected to win approval.

Regulation of media ownership urged by Quebec press council

Quebec City, Que.—Terming the proposed sale of Le Soleil to newspaper magnate Paul Desmarais a threat to balanced control of the media, the Quebec Press Council has called on the provincial government to regulate media ownership to prevent "abuses of financial concentration."

The council urged the creation of a governmental body "to supervise the transfer of title deeds of news media." It said the regulatory agency should establish rules to prevent excessive concentration, prevent the media in any area from being held by a single owner and require media owners to supply financial information.

The report, issued after a study of media concentration in the province, said the pending sale of Le Soleil poses "both a conflict of interest and a threat to the balance of power necessary to the existence and normal functioning of a democratic society."

The purchase of Le Soleil, Quebec City's largest daily, would give the Desmarais interests control of 70 percent of the province's French-language dailies. Desmarais owns La Presse and Montreal-Matin in Montreal and controls three other daily papers in the province.

The press council said that if the sale is permitted, Desmarais should be required to combine all his Quebec press holdings in a new company.

Two management representatives on the council issued a minority report opposing any government regulation.

Sale of Le Soleil has been held up by a moratorium requested by Premier Robert Bourassa. Le Journal de Quebec reported recently that Bourassa has used the moratorium to assemble a business group willing to buy Le Soleil for eight million dollars.

Rehire black trainee, arbiter orders AP

(Continued from Page 1)

a trainee, she was given no training.

Brent noted that management had never discussed her job performance with her before her dismissal and that she was given no "objective job standards" to guide her.

"Indeed," he observed, "the record in this case indicates that Ms. Johnson was a good street reporter but had not acquired the necessary speed of an experienced, proficient, professional newsperson.

"Since it was never contemplated . . . that she could acquire all the necessary skills in any set amount of time, and since she was successful in acquiring some of the necessary skills, it seems arbitrary and capricious to decide that because the bureau chief who had hired her was leaving, that she had to be terminated as an unfinished piece of business. . . ."

Brent said that in addition to firing Johnson without just and sufficient cause, AP had failed to provide either her or the Guild with the contractually required three weeks' notice of dismissal. He ordered her reinstated with ful, back pay to last June 11.

When management hires an employe under a training program, the Guild said, it has a duty to supply the training necessary to her success. If it fails to do so, the Guild declared, it cannot compare her performance with that of experienced employes.

Keeping in touch

San Francisco Chronicle Guildsman Tim Findley seeks to evade Oakland Tribune Guildsman Rich Carbone in internewspaper touch-football game as Carl Nolte, former San Francisco-Oakland Guild president, moves in at right for a block. The game was tied, 21-21, but the Tribune won the second game between the two teams and went on to win the Bay Area newspaper championship.

Paper, Guild jobs, contract will unfold in Puerto Rico

(Continued from Page 1)

printing company denied it credit.

The new company was organized after El Imparcial Publisher Miguel Garcia Mendez rejected a Guild offer to revive the paper by buying its assets on behalf of local members and an unnamed group of investors.

The Guild was willing to wipe out 1.6 million dollars in back wages, severance pay, notice pay and other benefits owed its members, who would have received stock in exchange, and to assume four million dollars in other debts. But Garcia Mendez insisted on another million in cash.

The proposal was put before a Dec. 12 stockholders' meeting after Garcia Mendez's rejection. The board of directors sent the Guild a letter afterward saying it would announce the company's plans, but no announcement has yet been forthcoming.

Four-day week won in Toronto

(Continued from Page 1)

the rate of accrual is improved from one week for each six months' service to a week for each five months. And the advance period for notification to the Guild of new processes or equipment is increased from three months to four.

A ninth holiday, the employe's birthday, is added to the contract, and employes will also receive any additional holidays on which the Toronto Star and Globe & Mail do not publish.

The company will pay the full cost of basic health insurance and a Blue Cross supplement instead of half the premiums, and deductible amounts under an extended health-care plan will be eliminated.

LOCAL ELECTIONS

Lehigh Valley

President, **Paul D. Lowe**; vice president, **John F. Simitz**; secretary, **Charles B. Gulick**; treasurer, **Kenneth A. Clauser.**

Los Angeles

President, **James V. Cadilli**; first vice president, **Donald Chorpenning**; secretary, **George Laine**; treasurer, **Carol Ivy.**

San Francisco-Oakland

President, **Floyd Tucker**; first vice president, **Robert J. Distefano**; second vice president, **Charles Kelly**; third vice president, **Helen Falter**; executive secretary, **Fred D. Fletcher**; recording secretary, **Karen Howze**; treasurer, **Ed O'Connor.**

Vancouver-New Westminster

President, **Lorraine Shore** (Shore, 300; Don McLeod, 201); vice presidents, **Reg Pinniger** and **Jack McKim**; recording secretary, **Marlene Anderson**; treasurer, **George Milne**; membership director, **Dan Scott** (Scott, 275; Paul Raugust, 203).

Alexandria Gazette purchaser declines invitation to bargain

Alexandria, Va.—The new management of the Alexandria Gazette has rejected a Washington-Baltimore Guild proposal that it resume bargaining in an effort to end a nine-month Guild strike at the paper.

A controlling interest in the Gazette was purchased by the Columbia (S.C.) State and Record in October, a week after the Guild removed its picket lines from the paper and announced it would continue the strike through boycott action.

The Guild sent the State Record Co. a letter requesting a resumption of negotiations, but the company replied it was confident the old management had acted properly in its dealings with the Guild.

A suit to block consummation of the sale has been filed in Federal Court here by Mardel Securities Inc., owner of 48 percent of the Gazette's stock.

Mardel, which had been denied a request for a temporary injunction, charged that Publisher Sarah Messer reduced the value of Mardel's holdings by refusing to allow it to sell its shares at the time she sold hers in October. The State Record Co. subsequently offered Mardel only $300,000 for its stock, the suit charged.

Photo by David Roscover, Pueblo Guild

Into Hall of Fame

Ed Orazem, center, an early president of the Pueblo Guild, is welcomed into the Greater Pueblo Sports Association Hall of Fame along with former Green Bay Packers and Colorado University star Gary Knafelc, right, by association president Sollie Raso. Orazem, who has been Guild treasurer the past 10 years, retired last month after 50 years as sports editor of the Pubelo Star Journal.

San Diego pact nets $62 at top

(Continued from Page 1)

The company's contribution to dependents' medical coverage is increased $6.36 a month, to $18.43, July 1, and group life insurance, heretofore ranging from $6,000 in key classifications to $3,000 for lowest-paid jobs, is extended to $6,000 for all under 65.

The fifth week's vacation will go to employes with 25 years' service this year and with 20 years' service in 1976.

The contract, which already prohibits automation dismissals of employes with at least a year's service, will require the company to notify the Guild of any new equipment or processes. The Union and Tribune have recently moved into a highly automated offset plant in nearby Mission Valley.

The new privilege clause requires the publisher to notify the affected employe of any demand for disclosure of information or materials. If the employe follows the advice of company counsel, he or she will be protected against loss of pay or benefits as well as against fines and damages.

A fair-employment-practices clause requires the company to continue hiring without regard to age, sex, race, creed, color or national origin and states the Guild's concurrence in an affirmative-action policy to achieve a racial and ethnic balance in the papers' work force mirroring census figures for black, Oriental, American Indian and Spanish-surnamed minorities in the area.

The contract's Guild-shop clause is improved from one requiring membership by 13 out of 15 new employes to one requiring nine out of 10 to join.

A two-year service requirement for maternity leave is eliminated, time and a half will be paid for all overtime after 7½ hours a day or 37½ hours a week, and credit lines as well as bylines, henceforth will not be used if the employe objects.

Car-mileage allowances are increased from 11 cents to 13 this year, 14 in 1975 and 15 in 1976.

Allen skeptical of death report

East Weymouth, Mass.—Veteran International Representative Ed Allen, 68, retired officially Jan. 1, but he says a report of his death is, at the very least, premature.

Allen received with interest a letter from the Boston Medicare office notifying his estate that processing of his Medicare claim had been interrupted "since our records show that the beneficiary is deceased."

"First I'd heard of it," Allen said.

N.Y. Post settlement to hike top to $368

(Continued from Page 1)

the following other top minimums:

Computer programmers, $330.82, up $31.50; classified phone sales, $240.56, up $22.50; key-punch operators, stenographers and telephone operators, $203.65, up $17.50; clerks, $188.71, up $14, and copy boys, $133.40, up $12.

The News raised the newsstand price of its Sunday paper from 25 cents to 30 and the home-delivery price for its daily and Sunday papers 10 cents a week, to $1, following the settlement.

The New York Guild executive committee has appointed a nine-member committee to investigate the circumstances surrounding the Times and News settlements. The action was authorized by the representative assembly following recriminations that resulted from the Times Unit's settling while the News Unit was on strike.

The investigation was authorized on a motion by News Unit Chairman Peter McLaughlin, which called for a committee excluding Times and News members and the local's two paid officers. It is scheduled to report by the end of January.

The committee was directed to bring in recommendations to assure that "a similar set of circumstances can never happen again."

New York stereotypers' and pressmen's locals meanwhile reached a final settlement with the publishers on the same $13.85 package bargained with the Guild and several other unions.

The settlements were reached after disputes over grievance language, which had caused membership rejection of the agreements, were resolved

The publishers have yet to settle with the Typographical Union, but talks will turn to the key issue of automation on Jan. 15 following resolution of a number of noneconomic issues with the assistance of mediator Theodore W. Kheel. Wages and other economic issues will be bargained last.

The State Supreme Court Jan. 4 lifted an injunction that had prevented the union from conducting stop-work chapel meetings at the Times. But Local President Bertram A. Powers indicated there would be no immediate resumption of the meetings.

The court, in a three-to-two decision, ruled that the contract under which the injunction was issued expired last March when termination notices were issued by both the Times and the local. A lower-court judge had ruled that the terms of the contract were still in effect until abrogated by the publisher or the printers' international.

Powers noted that current bargaining with the Times was proceeding under a truce agreement that requires seven-day notice of termination. No such notice has been served, he said, stating that he hoped an agreement could be reached without further resort to job action.

The National Labor Relations Board has refused to issue a complaint on the union's charge that the publishers were guilty of evading an NLRB order to bargain individually with the union by having the same committee negotiate for all three papers.

Powers announced that the local will institute court action on the matter.

Schrode under knife

Wilkes-Barre, Pa.—International Vice President Edward J. Schrode is convalescing after undergoing surgery at University of Pennsylvania Hospital in Philadelphia Dec. 4 for a hernia.

IT SEEMS TO US

Los Angeles strike viewed not in vain

LOS ANGELES, CALIF.

Editor:

My wife and I, survivors of one of the most prolonged strikes in history, offer our sincere best wishes to fellow Guild members for a truly happy and prosperous New Year.

With satisfaction we note that most publishers, aside from George Hearst, Jr., of the Los Angeles Herald-Examiner, have seen the light and bargain fairly though reluctantly with the Guild and its allied unions.

We feel that in our small way, through the fight for our rights as Hearst employes, we contributed to the favorable labor-management climate which now prevails in the newspaper industry.

True, a goodly number of us have fallen by the wayside. The lives of some ended prematurely, some lost their homes, their cars, their families, even their mates. Others turned to bright opportunities elsewhere.

Speaking only for ourselves, we have maintained the spirit *and* the letter of the struggle that began Dec. 15, 1967.

While we are now at the mercy of California's welfare cornucopia, our heads are high in the knowledge that our small war of attrition against reactionary forces which would wreck the labor movement has achieved its own victory. It has provided a profound and lasting lesson to publishers throughout the land.

GEORGE SPAULDING
Los Angeles Guild

Editor's note: George Spaulding is known to hundreds of Herald-Examiner strikers as "Pete the Picket," whose observations on the strike were a consistent feature of "On the Line," official strike publication.

Lime Citizen's anniversary stirs ashes of a dream lost

COLUMBUS, OHIO

Editor:

Ten years since the Lima Citizen closed its doors?

In case it has been overlooked, the old-timers from Lima Local 166 just want it noted for the record.

By TNG convention action, letters shall be limited to 200 words and shall avoid libel and subjects detrimental to the Guild. Matters 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.

We struck in May 1957 against the Lima News, then went to work on July 1, 1957, for the new Lima Citizen, buoyed with hope and dreams. Just 6½ years later, it was kaput.

It doesn't pay to rehash the might-have-beens, but the time seems ripe to say once again: Thanks to fellow Guildsmen, the Guild Reporter and the International Executive Board and staff who suffered through those years with us.

We did not win the fight, proving the just don't always triumph, but we had one helluva good time giving it a rattle. Members of the local are spread over the map, and not one is worse off financially. We've all got it made, in one way or another. But yet . . . .

You had to be there to know the depth of our sadness Jan. 7, 1964, and right now, evoking painful nostalgia. The term, "beautiful" didn't mean the same thing then as it does now, but it was a beautiful and wondrous time, and our fellow Guildsmen were beautiful people.

GENE PERINE
Former President
Lima Guild

Adrian strikers voice thanks for support

ADRIAN, MICH.

Editor:

Members of the Adrian Unit, Detroit Newspaper Guild, wish to thank all those who contributed to our support. This support encourages us to continue our fight for a just cause in our strike against the Adrian Daily Telegram, and the monetary contributions assured all strikers and their families of a happy holiday season.

We wish it were possible to thank each one individually, but since that is not possible, please accept our thanks through this letter.

NORMALEEN SNEDEKER
Chairman
Adrian Unit

Economic red lights find publishers color blind

Newspapers, whose profits soared to record levels on the crest of the economic boom of the '60s now appear to be thriving on adversity.

Despite economic controls and the newsprint shortage, newspaper profits generally soared in 1973. And despite the prospects of an energy crisis, all indicators point to continued profitability in 1974.

Final figures are not yet in for 1973, but Jack Kauffman, president of the Newspaper Advertising Bureau, reported last month that newspaper advertising revenues will total nearly 7.6 billion dollars, up eight percent over 1972. A gain of seven percent had been forecast at the start of the year.

"We are confident that newspapers' share of total advertising will continue to improve," said Kauffman, writing in Editor & Publisher. "Like consumerism or concern for the environment, the energy crisis is going to make it necessary for advertisers to communicate more information to their customers."

The Lee E. Dirks Division of Delafield Childs Inc., newspaper investment analysts, reports that 13 publicly owned newspaper companies realized an average net increase of 49 percent in third-quarter profits over the same period of 1973.

Even if the 100-percent increases reported by the New York Times, the Washington Post and Affiliated Publications (the Boston Globe) are deducted, Dirks said, the 10 remaining companies averaged a 17-percent increase.

While noting the depressing effect of government controls and the newsprint shortage, Dirks said, investors would be wise to make plans for buying newspaper stocks.

"If price controls are removed in early 1974, as seems increasingly likely," Dirks said, "many of the publishers unquestionably will raise advertising and/or circulation rates aggressively.

"With savings from the new technology continuing to roll in, we think a comfortable majority of the newspaper companies will report higher earnings in 1974, even if a 1970-type recession strikes—as, indeed, did five of the eight newspapers that were publicly owned in 1970.

"And while an economy-crippling energy shortage no doubt would have some indirect adverse effects upon newspapers, the newspaper industry seems much less vulnerable than many to the energy crisis."

Similarly measured optimism was reflected by Merrill Lynch, Pierce, Fenner & Smith Inc. Its Securities Research Division said newspaper stocks appear to be considerably undervalued at their present market price.

Analyzing the financial status of six major newspaper companies, it reported that while revenues for the first half of 1973 rose by only 10.6 percent compared to 15.4 percent for 1972, earnings increased 28.6 percent as against only 22.8 percent in 1972.

"For the long term," it said, "newspaper equities are likely to become more attractive as the result of rapid changes in newspaper-production technology. . . . In some cases, the introduction of a new technology can eventually reduce composing-room costs by more than 50 percent."

Merrill Lynch said it views Phase Four and the newsprint shortage "as either transitory or insignificant problems, which only cloud the basic conclusion that newspaper equities are undervalued in relation to the industry's past performance and long-term growth potential."

"We continue to believe that most newspaper stocks are attractive for growth," it affirmed.

Another securities firm, Schroder Naess & Thomas, said it expects newspaper companies on "our favored list of stocks to achieve earnings gains of 12 percent on average."

It also noted its belief that "investors with a long-term investment horizon will greatly profit from the inclusion of quality [newspaper] stocks among their core holdings."

Merrill Lynch cited Gannett stock as "especially attractive for long-term growth" and said that both Knight and Ridder stock appear undervalued. It predicted an improved earnings performance for the New York Times and termed Washington Post shares "attractive . . . for growth in both intermediate-term and long-term accounts."

Local Copy

A PAGE FOR OFFICERS AND STEWARDS

Outside classified

Push to parity spreads

Outside classified salespersons have achieved wage parity with display sales in 43 of 69 Guild contracts containing both classifications, according to figures compiled by TNG's Collective Bargaining Department.

The highest joint minimum as of Dec. 1, the time of the tabulation, was $400 at the Washington Post. But a new contract negotiated at the Washington Star-News will produce a top minimum of $422 for the two jobs in April 1975.

The two Washington minimums are the only ones negotiated that reach or exceed $400. Ten others exceed $300, all but four of them in California.

Following are the outside-classified top minimums in 70 contracts as of Dec. 1, with the effect of Pay Board reductions in parentheses:

	Minimum	After
Washington Post	$400.00	4 yrs.
Washington Star-News	380.00	4 yrs.
New York Times	320.28	4 yrs.
St. Louis Post-Dispatch	320.16 (313.21)	5 yrs.
Detroit Free Press	317.15	3 yrs.
Sacramento Bee	314.71	4 yrs.
New York Post	314.20	3 yrs.
Philadelphia Inquirer & News	311.44	4 yrs.
San Francisco Chronicle & Examiner	311.21	6 yrs.
San Jose Mercury & News	311.21	6 yrs.
Stockton Record	*311.21	6 yrs.
Sacramento Union	*303.51	6 yrs.
San Mateo Times	300.46	6 yrs.
Tacoma News Tribune	293.25	5 yrs.
Boston Herald American	288.75	3 yrs.
Seattle Times	287.50	4 yrs.
Seattle Post-Intelligencer	**287.50	5 yrs.
Delaware County Times, Chester	286.85	5 yrs.
Providence Journal & Bulletin	283.50	4 yrs.
Denver Post	281.00	4 yrs.
Honolulu Star-Bulletin & Advertiser	279.50	4 yrs.
San Diego Union & Tribune	275.75	6 yrs.
St. Louis Globe-Democrat	* 274.41 (246.41)	5 yrs.
Cincinnati Post & Times-Star	272.00	4 yrs.
New York News	266.35	3 yrs.
Metro-East Journal, East St. Louis	#266.30	5 yrs.
Vancouver Sun & Province	263.00	5 yrs.
Pottstown Mercury	260.70	5 yrs.
Macomb Daily, Mt. Clemens	260.00	5 yrs.
Vallejo Times-Herald	259.93	3 yrs.
St. Paul Dispatch & Pioneer Press	259.00	5 yrs.
Toledo Blade & Star	251.25	4 yrs.
Erie Times & News	250.00	5 yrs.
Pawtucket Times	249.31	4 yrs.
Lynn Item	248.40	4 yrs.
Cleveland Press	246.40	4 yrs.
Wilkes-Barre Times-Leader, News, Record	245.25	3 yrs.
San Juan Star	$245.00	5 yrs.
Baltimore Sunpapers	242.50	5 yrs.
Sheboygan Press	239.80	4 yrs.
Manchester Union Leader	236.50	3 yrs.
Toronto Star	235.50	4 yrs.
Bay City Times	232.50	5 yrs.
Fall River Herald-News	*230.00	4 yrs.
Salem Statesman & Capital Journal	230.00	5 yrs.
Allentown Call & Chronicle	226.61	4 yrs.
Woonsocket Call	224.00	5 yrs.
Pueblo Star Journal & Chieftain	223.00	5 yrs.
Eugene Register-Guard	220.00	5 yrs.
Brockton Enterprise-Times	217.59	4 yrs.
Yakima Herald-Republic	215.00	4 yrs.
Memphis Commercial Appeal & Press-Scimitar	212.60	5 yrs.
Great Falls Tribune	212.00	5 yrs.
Youngstown Vindicator	212.00	5 yrs.
Portland Press-Herald, Express & Telegram	208.00	4 yrs.
Victoria Colonist & Times	202.87	5 yrs.
Haverhill Gazette	199.60	4 yrs.
Elizabeth Daily Journal	198.25	4 yrs.
New Westminster Columbian	197.21	5 yrs.
Huntington Park Signal	195.34	5 yrs.
Lowell Sun	195.20	4 yrs.
Connecticut Sunday Herald, Bridgeport	191.00	3 yrs.
Massillon Independent	190.00	5 yrs.
Canton Repository	160.00	4 yrs.
Wayne Eagle	160.00	4 yrs.
Albany Times-Union & Knickerbocker News	**151.00	5 yrs.
Indianapolis Star & News	148.50	5 yrs.
Royal Oak Tribune	142.50	1 yr.
Duluth Herald & News-Tribune	139.73	4 yrs.
Valley Independent, Monessen	128.00	3 yrs.

* Pending Cost of Living Council approval.
** Minimum guarantee with commission system in effect.
# Includes $1.17 cost-of-living increase.

Arbitration held 1-shot procedure

Participants in an arbitration proceeding cannot advance their arguments piecemeal and retain fallback positions for subsequent arbitration, a federal judge has ruled.

District Court Judge Aubrey E. Robinson, Jr., made the point in ordering the Washington Post to comply with an arbitration award giving veteran foreign correspondent Anatole Shub $7,468 in severance and notice pay.

Robinson rejected the Post's claim that it was entitled to deduct an amount allegedly due from Shub to cover an advance expense payment not fully used before his discharge. Shub has disputed the claim.

Shub was dismissed for refusing to accept a transfer from Paris to Washington. An arbitrator declined to order his reinstatement but awarded him severance and notice pay.

Judge Johnson said the Post should have raised the issue of the money it alleged was owed by Shub during the arbitration proceeding if it wanted to offset the amount. He rejected the Post's argument that the issue should be referred back to the arbitrator, asserting:

"Acceptance of the defendant's argument would provide a party the option of piecemeal proceedings, asserting a new 'fallback' position only after rejection of its initial arguments. To allow this would 'undercut the finality and therefore the entire usefulness of arbitration as an expeditous and generally fair method of settling disputes'."

The Washington-Baltimore Guild is asking the court to reconsider its failure to award Shub six-percent interest back to Feb. 20, the date of the arbitrator's award, and is also seeking court costs and attorneys' fees.

The Guild said that interest should be awarded because there was "clearly little substance" to the Post's claim.

The Guild: love it —or join it

Lapel message

One virtue of Guild representation is highlighted in this button used during the Chicago Guild's recent successful organizing campaign at Time Inc.'s Pioneer Press chain of suburban weeklies.

Those who complain about deficiencies in the Guild's contract should be the first to join the union to give themselves a say in it.

That's the gist of an organizing message sent by Wire Service Guild President Lyle Price in conjunction with preparations for current bargaining at Associated Press and United Press International.

"Nonmembers, who certainly aren't quiet in complaining about contract inadequacies . . . should join the majority of other staffers and take out membership right away," Price said.

The best reason for joining, he said, "is that the union is the democratic representative and voice of the staff in a way simply impossible for any one of us acting alone. . . . Duty and a desire to share in this effort should be enough to encourage membership."

The three prime excuses for refusing to join, he said, are the cost (dues), fear and the belief that "the job will get done anyway."

"All of these are real reasons in the minds of some," he said, "but all rely upon the rest of us having to handle more than our share of the cost and the fear and the job. I don't see how anyone can consider that fair."

Clause unenforced held a clause lost

North Tonawanda, N.Y.—Management of the Tonawanda News has learned that if you ignore a contract clause long enough, you lose it.

Arbitrator Daniel C. Williams provided the case in point when he upheld the Buffalo Guild in a claim for overtime pay for time spent traveling to and from an assignment.

A contract clause intended to eliminate such payments had been negotiated in 1957, but testimony at the arbitration hearing established that they had continued to be made.

The company claimed it had been unaware the practice was continuing, but Williams ruled that, by failing to enforce the clause, the News had effectively waived it.

DAY in BOOK

Heywood Broun and Guild Service Award contest deadlines, Jan. 18, TNG headquarters.

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

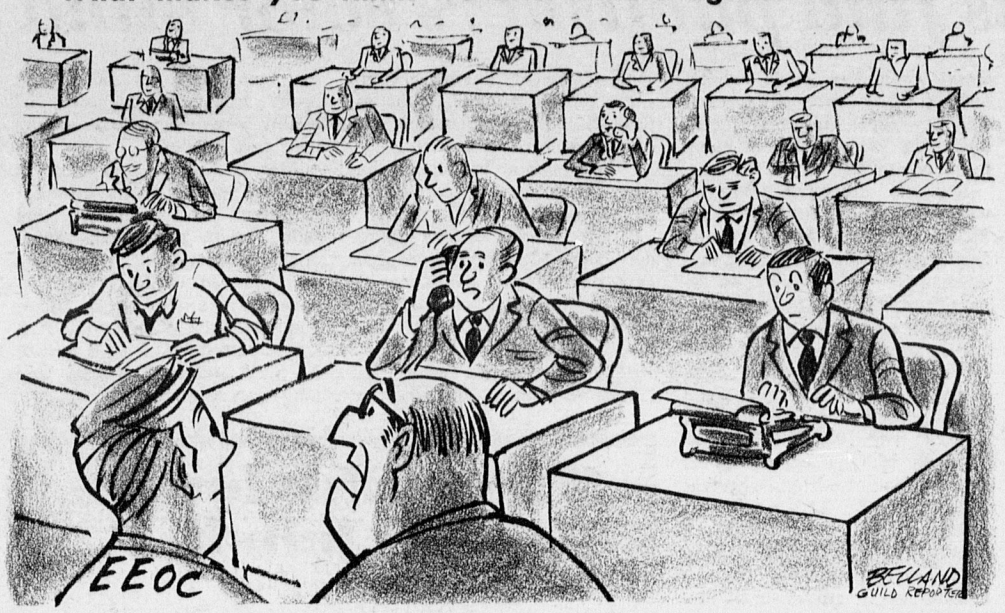
Midwest District Council, winter meeting, Feb. 2 and 3, Madison.

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

Great Lakes District Council, winter meeting, Feb. 9 and 10, Downtown Holiday Inn, Cincinnati.

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

'What makes you think we discriminate against women?'



DATELINE: WASHINGTON

Nixon sends in wrong plays, lawyers get benched

By WILLIAM J. EATON, *Chicago Guild*

PRESIDENT NIXON has switched lawyers again in his Watergate defense, clearly unhappy with the mediocre performance of his starting team.

But the record shows that the President suffered the biggest setbacks because of his own mistakes as player-coach and not because his attorneys were less than brilliant.

Testimony at the Watergate hearings before Judge John J. Sirica showed conclusively that Nixon was aware last Sept. 29 that two of the nine tapes under subpoena could not be found.

Yet he did not relay this vital information to Charles Alan Wright, his special counsel, before Wright announced on Oct. 23 that all nine tapes would be turned over to the court. Is it any wonder that Wright went back to Texas in a sulk?

It was not until Oct. 31 that another of Nixon's luckless lawyers, J. Fred Buzhardt, claimed for the first time since the subpoena was issued in July that two of the nine conversations never were recorded. Nixon never told him, either, it seems.

It is true that Buzhardt, inexperienced in a trial lawyer's role, bungled badly in presenting evidence to try and show why two recordings were not made. So the President hired a courtroom veteran from Miami, Samuel J. Powers, Jr., to take over the case.

Powers did all right until it was revealed in mid-November that one of the seven tapes had an 18-minute gap, coincidentally erasing Nixon's first post-Watergate talk with H.R. (Bob) Haldeman.

The President's secretary, Rose Mary Woods, admitted that she may have caused five minutes of the noisy buzz—a fact known to Buzhardt but unknown to Powers when she took the stand earlier.

●

NIXON ALSO KNEW about the Rose Mary gap—on Oct. 1 when she came to him in panic about her mistake. The President mistakenly advised her not to worry because that tape was not under subpoena.

Buzhardt took the blame for that misinterpretation of the subpoena. It only took Powers a few minutes to conclude that the damaged tape was required.

But the testimony established beyond doubt that Nixon knew the gap was on a subpoenaed tape at least five days before this was disclosed to the court, creating another Watergate shock wave.

In another case of bad judgment, Nixon entrusted Woods with more original tapes after she confessed error. For some reason, the White House balked at making copies until Sirica ordered such precautions.

The President seems to have a black thumb when it comes to lawyers. John N. Mitchell, the law-and-order attorney general, admitted that he helped cover up the Watergate bugging plot. John W. Dean, 3rd, the President's ex-counsel, has pleaded guilty to obstruction of justice. Herbert W. Kalmbach, Nixon's covert collector and personal lawyer, helped pass thousands of dollars in $100 bills to Watergate defendants and lawyers without any suspicion at first that this was hush money.

Nixon is a lawyer, too. He engaged in questionable conduct when he warned the Justice Department not to investigate the White House plumbers' burglary of Daniel Ellsberg's psychiatrist. He tried to pull a national-security curtain over the "Mexican laundry" where the Watergate bugging funds were washed.

The House impeachment inquiry is under way, in the tough and capable hands of John Doar. Congressmen who hestitated to say the word six months ago now predict the House Judiciary Committee will recommend impeachment, or formal charges against the President, by April.

Considering his conduct as a lawyer-President, there seems to be grounds for disbarment as well.

Looking for speed?

Anxious to receive the Guild Reporter more quickly than second-class mail will deliver it? Speedier first-class delivery is available to Guild members for the cost of postage and handling—$3.25 a year. If you desire it, fill out the coupon below and enclose a check or money order (no cash, please).

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Postage stay Pyrrhic for labor press

The Postal Service is postponing scheduled rate increases for two months at the behest of the Cost of Living Council—but the delay, ironically, will cost labor and other nonprofit publications money rather than save it.

The rate for labor papers, including the Guild Reporter, was to have been reduced temporarily from .5 cents a copy to .4 cents Jan. 5 before jumping to .7 in July.

That decrease—and the increase in other mail rates—has been postponed to March 2 in compliance with the Cost of Living Council edict. The council had said that a delay in imposing the new rates would be an acceptable method of reducing the increase by 15 percent.

Editorial

Uncovering bias

The Equal Employment Opportunity Commission's recent finding of wide-scale sex discrimination at the Sacramento Bee [GR, Dec. 14] contains a lesson for publishers—and another one for Guild locals.

The Sacramento Guild turned to the EEOC when the Bee stood firm on a policy of not assigning female reporters to cover events at men's clubs. The Guild's complaint was limited to that issue—but the EEOC's investigation wasn't.

By the time it had finished, the commission found the Bee in violation of the law for discriminating against women in hiring and job placement, in filing job applications by sex categories, in screening prospective female employes on their marital status and the number of their children and in advertising for their employes in sex-segregated want ads. And it stopped just short of finding violations in a couple of other areas.

The lesson for publishers should be clear. Discretion dictates action to eliminate discrimination without delay when the union raises the issue. Once the EEOC is called in, the matter that brought it onto the scene may appear small indeed.

The lesson for Guild locals is on the other side of the coin. Discrimination lurks beneath the surface of many a newspaper's employment and job policies, hidden by little more than system and convention. What the EEOC can find, so can the Guild.

Two words to the wise.

Pricking a Nixon balloon

"Put up or shut up" was one of the more elegant ways we and our peers used to put it when confronted with a piece of windbaggery in our childhood days. It was usually enough to end the argument.

That demand has been served on President Nixon in an even more genteel manner by the National News Council, which has asked the White House to present it with examples of what the President called "outrageous, vicious, distorted reporting."

The White House press office, which originally had promised specifics, hemmed, hawed and finally announced that it just didn't have the staff to comply. Obviously the old days, when White House aides had nothing better to do than compile enemies' lists and compose memorandums on how to hornswoggle, browbeat and manhandle the press, are gone.

But if the White House doesn't have time, at least one media researcher did. Lawrence Lichty, professor of communications at the University of Wisconsin, reviewed nearly 100 live and film reports by networks news reporters in a 14-day period of December 1972 to check the President's claim that when he ordered the Christmas bombing of Hanoi the networks broadcast charges he was a "tyrant, dictator, he's lost his senses, he should resign, he should be impeached."

His findings, as reported in More, the journalism review:

The networks neither presented nor quoted anyone saying the president was a tyrant or a dictator or that he should resign or be impeached. And the only one who suggested that the President appeared "to have lost his senses" was Sen. William O. Saxbe—whom Nixon nominated for attorney general six days after his attack on the networks.

The President has refused to put up. But only someone who looks for wild roses in Minnesota in January is likely to believe he'll shut up.

The Guild Reporter

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and
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