

Lima News Severance Cases Won

Lima, Ohio—Two former employees of the Lima News have been awarded more than \$11,000 in severance pay claims.

The cases were "test" proceedings for more than 100 other claims similarly based, which are pending here in Common Pleas Court, and which represent upward of \$400,000. About 75 of the claims were filed by Guild members.

A three-judge court directed the News to pay \$6,667.91 to Raymond H. Harrod, a printer at the News for more than 30 years at the time of the Lima Guild strike in 1957, and \$4,440 to Richard F. Moffat, a reporter with 18½ years of service at the paper.

The court decision held that the two men were dismissed from their jobs "without cause," and that severance became payable to one when the Hoiles interests, purchasers of the News, dissolved the existing corporation in 1956 and set up a partnership; to the other when he was dismissed during the 1957 Guild strike.

Both the Typographical union, of which Harrod was a member, and Local 166 of the Guild, to which Moffat belonged, held contracts with the corporation which called for severance.

Counsel for the claimants told the court that about \$405,000 which had been held by the corporation to meet severance pay provisions had disappeared from the books of the partnership, which had assumed the assets of the former News corporation.

Both claimants testified that they had remained at the News during war years, despite higher wages offered elsewhere, because of the equity they had built up in severance pay earnings. The court decision held that the severance pay clauses were inducements for employees to remain with the paper.

Besides the principal amounts declared due, the claimants will receive interest at 6 percent, dating in Moffat's case from March 23, 1956, the date the corporation was dissolved. Harrod will draw interest from June 1, 1957, shortly after he had been dismissed and replaced with a "permanent" employee.

Counsel for the News announced an appeal from the findings.

It was brought out in the testimony, and noted in the court's (Continued on Page 2)

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Attack On 7 Major Pacts Met By N.Y. Strike Votes



Official Tally: Tabulation of the returns which showed Jack Dobson and Robert J. Hickey elected as members of the International Executive Board was completed at Guild headquarters in Washington by the five-member committee chosen by the Chicago convention.

From the left are Charles J. Tiano, Kingston; Roberta Bailey, Philadelphia, chairman; Mike Mastullo, Cincinnati; Thomas Fay, New York City, and Tony Ingrassia, Milwaukee.

New York City — With the casting of a unanimous strike vote last Tuesday, the Journal-American unit underscored a developing crisis in the New York Guild's bargaining at the city's seven major dailies.

A strike vote by the Daily Mirror unit was scheduled for Thursday, October 13. Units at the Times, the News, the World-Telegram & Sun and the Post will vote within the next two weeks.

Guild contracts with the newspapers all expire at midnight, October 31, and a "no-contract, no work" policy prevails.

The strike votes reflect a growing feeling of frustration among Guild negotiators over the lack of progress in nearly two months of negotiations. Resentment is rising, too, over an apparently concerted attack by the publishers against existing union and job security provisions.

New York local officers accused the publishers of ignoring Guild proposals for improvements and demanding actual cutbacks in current contract conditions.

The local is demanding the full Guild shop and the dues checkoff, where they do not already exist. These are clauses which would leave no doubt that the publishers really do recognize the Guild. The local is also seeking advances in job security, overtime, night differential, vacations and holidays. Wage proposals call for a 10 percent general increase with top minimum of \$200 for key classifications, \$250 for certain higher jobs, and at least \$100 for all adult employees.

Management has countered only with demands for retrogressions. The Times wants to elim-

(Continued on Page 5)

Wide Margins In Election Tally

Jack Dobson, of Toronto, was elected a vice president at large over Robert Zonka, of Chicago, by a count of 9,887 to 4,313, in the official certification of returns in last month's by-election to the Guild's International Executive Board.

The official count in the contest between Robert J. Hickey of San Jose, and William A. Millis of San Francisco-Oakland, gave 1,283 votes to Hickey and 888 to Millis, for the Region IV vacancy on the IEB.

Both men will serve one-year terms, taking office as of September 29.

Both will attend the October 24 meeting of the IEB at Washington. Dobson serves out the unexpired term of Ed Marciniak, of Chicago, while Hickey succeeds Jack Howard, of SFONG, in the regional spot. Marciniak and Howard resigned last spring, just prior to the convention in Chicago, where the nominations were made.

Tabulation of the vote as approved by the referendum committee headed by Roberta Bailey, of Philadelphia, appears on Page 2. Thirteen locals, which had a total of 2,087 eligible to vote, are not listed, for various reasons.

No returns were received from Daytona Beach, Houston, Lake Superior, Providence and Vancouver.

Mailed returns from Joliet and Scranton were properly registered, but were rejected by the committee because they were postmarked later than the September 22 midnight deadline. Returns from Kenosha were neither registered nor on time as to postmarking.

Four locals — Richmond, San Antonio, Terre Haute and Washington—mailed their returns on time, but failed to register them.

New Orleans failed to include an official signed tally sheet with its returns.

The referendum is the first to be conducted by the Guild since enactment of the Landrum-Griffin Act last year, with its minute regulation of union elections. The committee supervising the count had met in August, for the purpose of sending out the ballots, and had announced then that it would observe to the letter all the provisions of the ANG constitution governing election procedure.

The committee meeting September 29 which tallied the final returns asked Secretary-Treasurer Charles A. Perlik, Jr., to notify all the affected locals, citing the committee's action in each case.

Inclusion of the rejected tallies would not have changed the outcome of the at-large contest between Dobson and Zonka. There was no effect on the Region IV contest, since every local in that region complied with all details in reporting the results.

Pressmen For Fast Unity Move

New York City — Delegates to the 37th convention of the Pressmen's Union called on their officers to take "swift and conclusive" action to seek a single union in the printing and graphic arts industries.

The Pressmen also took the first step toward a million-dollar defense fund to counter "aggressive" actions by publishers which President Anthony J. DeAndrade said have created a "serious situation" for newspaper locals.

A proposal for the defense fund, which would have a floor of \$300,000 and would be financed through monthly assessments of \$1 per member, except-

ing specialty workers, will be voted on by the membership next month.

DeAndrade led the appeal for amalgamation of unions in the industry.

He was joined by ANG Executive Vice President William J. Farson, President Elmer Brown of the Typographical Union, President Paul Phillips of the Papermakers and Paperworkers, and Vice President Leo Feeney of the Stereotypers.

Farson recalled that the Guild, too, at its convention in Chicago had supported the moves toward labor unity in the industry and had called for a specific plan for submission to the 1961 convention.

Farson observed that the division of labor in the industry, with separate unions and separate bargaining, "always has contained the seeds of dissent and awaited only the necessary circumstances for the publishers to exploit this potential with decisive, unified action of their own."

"These circumstances now exist, in unprecedented combination; and the publishers have taken the offensive, encouraged by the developing revolution in printing methods, protected by strike insurance, aided by professional strikebreakers—rats—and abetted by new and restrictive labor laws, an increasingly complaisant National Labor Relations

(Continued on Page 3)

Staff Meeting Set Next Week

A conference of ANG field and headquarters staffs will be held in Washington, October 19 through 24.

Among the topics for the conference will be organizing policies, techniques, NLRB procedures, the Landrum-Griffin law, the conduct of strikes and the establishment of new locals.

On the 24th, the opening day of the International Executive Board's fall meeting, both the Board and the staff will hear reports of technological developments in the newspaper industry.

Scheduled to address the combined group are Alexander J. Rohan, vice president of the Pressmen's Union, and Carl Smith, director of the ITU Training Center.

Springfield Papers Sued By Newhouse

Boston, Mass.—S. I. Newhouse, who bought a minority interest in the Springfield dailies last June, has filed suit in Federal Court here for the right to examine the plant and financial records of the three companies which publish the papers.

Newhouse had been refused access to the buildings and books at the time he bought 74 shares of common stock in the Republican Company. He also holds an option to purchase 80 additional shares at the end of seven years, which would give him control of all but 23 of the 177 total.

The defendants are listed as the Republican Co., the Republican Publishing Co., Springfield Union Publishing Co., and Charles R. Meyrick, President. Sidney R. Cook, treasurer, and Mary E. Gallagher, clerk, of the Republican Co.

Specifically, the complaint charges that the net worth of the pension funds exceeds \$20 million, more than the value of the publishing companies. The funds' assets result from annual payments from the publishing firms.

Of the 11 persons making up the board of directors of the parent Republican Co., seven are full-time salaried employees, says the complaint. Their control has

prevented proper representation of minority stockholders' interests, it is charged, nor does the company have control of the appointment of the fund trustees.

Pension fund assets have been increased far beyond reasonable requirements for such funds, while the printing plants have been allowed to become obsolete, says the complaint. The newspapers should have been earning substantial profits, but instead have been borrowing money, while federal and state tax authorities have filed against the companies for income tax deficiencies totalling several million dollars, it is charged.

Newhouse, whose newspaper holdings are second only to the Scripps-Howard chain, moved into New England last June by buying Republican stock from heirs of Samuel Bowles, late founder of the Republican.

The option to buy more stock was given by members of the immediate family of the late Sherman Bowles, publisher at the time of his death in 1952. It was against the Sherman Bowles regime that the newly-formed Guild struck in 1946, together with the printers. The operation of Springfield dailies has been completely non-union since Bowles reopened three of the original four papers.

Salaries, Merit Area At New York Times

Listed below are minimum salaries and merit increases as of June 24, 1960 for editorial department employees in the Guild's jurisdiction at the New York Times. Because of the large number of job classifications in the Guild's contract with the Times, payroll data for the editorial department has been divided into two parts. The second half will appear in the next issue of the Guild Reporter. Salary information for other departments at the paper will be published in future editions.

EDITORIAL DEPARTMENT		Contract	Actual
		Top Minimum	Salaries
Deskman		\$160.55 after 6 years	2 on steps
			3 on top minimum
			4 from 169.05 to 176.68
			4 from 190.00 to 193.75
			4 from 201.55 to 205.00
			4 from 213.25 to 219.05
			4 from 220.00 to 228.25
Editorial Artist		\$160.55 after 6 years	6 from 230.00 to 238.25
			7 from 243.75 to 274.05
			1 at 295.77
Layout Artist		\$160.55 after 6 years	1 at top minimum
			1 at 176.55
			2 at 161.55
			5 from 170.55 to 173.55
Editorial Reference Librarian		\$160.55 after 6 years	2 from 190.55 to 191.55
			1 at top minimum
News Photographer		\$160.55 after 6 years	1 at 161.55
			2 at top minimum
			4 from 170.55 to 174.05
Picture Deskman		\$160.55 after 6 years	4 from 186.05 to 196.55
			1 at 203.35
			1 at 210.00
Radio News Writer		\$160.55 after 6 years	1 at 230.00
			1 on steps
			1 at 176.55

(Continued on Page 7)



Deadline In New York

Developments in the New York Guild's crucial negotiations this week produced these pictures:

1. The Guild unit at the Journal-American casts a unanimous vote to authorize a strike if a satisfactory settlement is not concluded before midnight, October 31, when contracts with all seven papers expire (see story beginning on Page 1).

2. Local Executive Vice President Thomas J. Murphy warns unit members they must be prepared to counter the publisher's policy of "brinkmanship" if they are to achieve lasting gains.

3. Guild negotiators meet with management of the Daily News, Tuesday, October 11. The Guild team, on the far side of the table, includes, from the left, Unit Chairman Robert Kenne, Local Staff Director Jack Deegan, Andrew Wenschel, Larry Ferris, Harvey Holmes and Joseph C. Rattigan.

4. Chief Guild spokesman in talks at the Herald Tribune is Secretary-Treasurer M. Michael Potoker, second from left. Local First Vice President Thomas J. Fay is at left. Others on the committee are Unit Chairman Robert M. Gordon, Frank Morgan and Carlos Maduro. Speaking for management are John Bogart, right, industrial relations director, and Robert Paffin, administrative assistant.



Journal-American Strike Vote Marks Crisis In NY Bargaining

(Continued from Page 1)

paper is suspended, then employment will be suspended for all." So far, Murphy and Potoker said, the publishers have not retreated from their 1958 position. The Guild leaders labeled the threat of massive retaliation "a clear-cut attempt to interfere with the collective bargaining rights of the Guild, which traditionally has had individual contracts with each publisher since its inception."

In their reliance on the threat of a city-wide shutdown, "the publishers forget that it was this very same threat which caused the membership of the local to vote, by more than a two to one majority, to voluntarily increase their dues rate to build a substantial defense fund," the local officers declared.

It was this threat, too, that prompted the entire ANG to double membership contributions to the International Defense Fund.

Murphy and Potoker recalled that the strategy of the publishers backfired in 1958 despite the Guild's decision to accept the last-minute package rather than strike. Two months after the Guild settlement, another union—the independent Deliverers—rejected the package and struck. The seven publishers then suspended publication for almost three weeks.

"After more than 20 years of bargaining with the Guild, they still refuse to sit down and do any real negotiating on basic union issues," officers remarked. "In effect, they still refuse to admit that the Guild is here to stay. If the result is a strike, the publishers will have only themselves to blame. And if they choose to suspend publication of all seven dailies, the public should know where the choice is made. It is sheer hypocrisy for the publishers to preach the public interest in their editorial columns while they ignore it in their own labor relations. In any event, members of the New York Guild can be assured of the complete support of the entire American Newspaper Guild and its 32,000 members."

Murphy and Potoker charged the publishers in current negotiations with following the same pattern of "brinkmanship" that has characterized their approach to bargaining with the Guild over the past eight years.

"This pattern has been simply to meet with the Guild, discuss, discuss, wait until the Guild took a strike vote, and still do nothing until the Guild indicated it was ready to live up to the pledge of no contract, no work. The publishers would then on the last day come forth with a money package and a few crumbs, ignoring all other Guild demands for significant improvements in working conditions and job and union security."

In 1958, the New York officers noted, the publishers coupled their last-minute money package with the massive retaliation threat.

As the midnight deadline approached on October 3, 1958, the City Publishers Association notified craft union leaders by telegram: "We have been advised by our seven members that if any of them are unable to publish because a craft union has not crossed a Guild picket line this will be regarded as a contract violation against all. If the craft unions report for work at all newspapers, there will be work for their employees so long as each paper can continue to publish. Conversely, if any craft union does not fully comply with its contract and publication of a newspaper is suspended, then employment will be suspended for all."

proach to collective bargaining was repeated. They met, they sat, they listened—and they gave consideration to nothing."

At one point in negotiations, a management representative went so far as to announce:

"I fully expect the union will call a meeting for a strike vote, and I fully expect the membership will vote the strike, and then we will see what happens."

Murphy and Potoker warned however, that the publishers may be counting too much on their ability to buy a settlement in every round of negotiations by offering a last-minute money package.

"Guild members are determined to obtain concessions the publishers already have recognized as traditional working conditions with every other union in their plants," they declared.

"We proved it on the picket lines on Barclay Street in 1950." (The reference was to the Guild strike at the World-Telegram & Sun.)

Summing up their analysis of negotiations thus far, the New York officers observed that the publishers "apparently are feeling their oats again this year."

"In response to their employees' demands for more job security, they are plotting to revert to pre-Guild days when they could fire employees without rhyme or reason and account to no one for their actions."

"They would like to return to the days when their employees were dependent solely on them for jobs and wages."

"The same publishers who wrote many editorials about the public interest in the steel strike, the Long Island Railroad strike and the Pennsylvania Railroad strike show absolutely no interest or concern in the public welfare when they threaten arbitrarily to shut down the entire newspaper industry in New York and deny their readers the printed word at a time when crucial decisions are being made at the United Nations and in the midst of one of the most important national elections in our own country."

With the memory of 1958 still fresh, the statement noted, the New York Guild made a special effort to insure full discussion of its contract goals at the bargaining table. It prepared its bargaining program last May and forwarded proposals to the publishers well in advance of negotiations in the hope that enough progress could be reached early in the talks to eliminate the need for strike votes and strike deadlines.

"But the publishers did not change," Murphy and Potoker declared. "The same old-hat approach."

"Freedom of the press turns out to be freedom to publish when they damn please."

ANG Pension Trust Fund Hits 4.16% Earnings Rate

Earnings of the American Newspaper Guild Commingled Pension Trust were at the rate of 4.1571 percent for the fiscal year ended last July 31.

Income earned during the year amounted to \$16,066.42, reports the trustee, the Chase Manhattan Bank.

Total receipts during the year were \$391,359.17, bringing the total since the inception of the trust, October 29, 1958, to \$604,332.51.

The amount transferred to participating trusts during the year for payment of pensions and expenses was \$4,845.41.

The Commingled Trust was set up by ANG so that small local pension plans could obtain the advantages of a large trust with diversified investments and lower administrative costs. Funds are

paid in by participating trusts acting for Guild pension plans at Gary, Pittsburgh, Philadelphia, Washington and United Press International. The UPI and Washington Daily News plans joined the Commingled Trust in the last fiscal year.

The new fiscal year will also have as participants the pension plan covering the Commercial Telegraphers Union employees of United Press International.

The Commingled Trust's assets, with a total market value of \$580,001.61 last July 31, included \$282,475 in public utility bonds, \$13,575 in industrial bonds, \$79,212.50 in banking and finance bonds and \$4,684.92 in accrued interest on the bond holdings.

The trust also held \$187,270.80 in common stocks and had \$12,683.39 in cash at fiscal year end.

HOW TO BUY

Clothing And Car Batteries Are November Shopping Tips

By SIDNEY MARGOLIUS
Guild Reporter
Consumer Expert

November is a month of clothing sales, especially of women's coats and dresses. Also this month, you'll find cut-price sales of blankets and piece goods.

If you're considering home improvements, note that lumber prices, and especially plywood, took another sharp drop recently and are selling at their lowest prices in two years.

But a peculiar situation has developed in shoes, which the public ought to know about. Although leather prices have tumbled 16 percent this past year shoe prices actually are higher than a year ago.

This department particularly recommends checking the November clothing sales for possible Christmas gifts: Clothing items are reasonably priced this year, and are taking a new tumble due to heavy production of fabrics. Too, you'll get better buys at sales in advance of the gift season rather than in December when stores maintain their prices. Also, spreading out your Christmas shopping list will avoid going into debt with its resultant extra finance charges. Borrowing generally shows a sharp increase in December, the Credit Union National Association reports.

Here are tips on November buying opportunities:

COATS. One useful new development is foam-lined coats. These coats are lined with a thin plastic foam bonded right to the fabric. This provides warmth with light weight, and adds wrinkle resistance to the outer fabric. The new lining is being used to make raincoats warm enough to wear in cold weather, and overcoats as light in weight as spring topcoats.

Their prices are reasonable. Women's coats of wool and Orlon-acrylic knit jersey bonded to plastic foam are available for \$30-\$35 dollars.

DRESSES, SKIRTS. In other cold-weather clothing, synthetic "acrylic" fibers (often sold under such brand names as Orlon, Creslan and Zefran), are being blended with wool to provide some of the best features of each fiber. Just as the blend of 65 percent Dacron polyester with 35 percent cotton has become a standard good blend for shirts and blouses, blends of 60-80 percent acrylic with 20-40 percent wool are becoming a standard blend for warm clothing for women and children.

For example, dresses of 80 percent acrylic and 20 percent wool are widely available this year under \$15. Schoolgirls' skirts in

such blends are available for \$4-\$5.

Another important advance in clothing becoming more widely available is garments treated with stain-repelling finishes. Among leading finishes of this type are "Scotchgard" and "Syl-Mer." Such finishes cause spills from food, coffee, water, etc., to stay on the surface of the fabric. Thus they can be blotted off and don't stain or spot your clothing. Moderate-price dresses and skirts now are available with such finishes.

CAR BATTERIES: One suddenly-cold day soon many motorists will phone service stations and AAA depots pleading for someone to rush up a new battery. Battery efficiency can drop to as little as 40 percent of normal at zero degrees. Battery failures are a major source of emergency calls, auto clubs report.

You can find some pre-winter sales of batteries. But even more important is shopping batteries by specifications rather than brand names. Prices for batteries of much the same quality vary extensively.

Batteries are relatively reasonable this fall, with good grades of 6-volt sizes available at around \$15 with your old battery. But before you buy a new battery, have your old one tested. It may need only a re-charge. Preferably before winter have a voltmeter test rather than merely a hydrometer test. The hydrometer measures the strength of the acid in the cells. The voltmeter measures the remaining voltage.

Your mechanic may ask you if you want a fast or slow charge. A slow charge is generally safer but more bother because the garage will have to tend you another battery meanwhile. Ordinarily a fast charge won't harm a battery but there sometimes is more risk of overcharging if the mechanic is not careful. A slow charge is generally considered safer.

In buying a new battery, the length of guarantee is only a rough measure of quality, not a truly reliable one. Two different manufacturers may guarantee batteries of quite different quality for the same 24 months. More reliable standards of comparison are the ampere-hour rating of batteries according to Society of Automotive Engineers tests, and the SAE cold-start rating.

Some manufacturers print this information right on the battery. In other cases, you may have to ask the dealer for these facts. Don't be confused by the minute-ampere rating sometimes also shown on batteries. The amp-hour rating is the one you want to look for. This indicates the battery's ability to deliver power continu-

ously over 20 hours. For example, a 100-amp battery ordinarily can be expected to deliver five amps continuously for 20 hours.

The SAE cold-start rating shows the number of minutes the battery will deliver 300 amperes continuously at zero degrees.

Generally light-duty batteries, guaranteed for 12-18 months, have amp-hour ratings of about 70-80 amps and cold-start ratings of 1.2 to 3 minutes; Medium-duty batteries, guaranteed for 24-30 months (the equivalent of original-equipment batteries) have amp-hour ratings of 90-105 and cold-start ratings of 3.2-4.1; Heavy-duty, generally guaranteed for 36 months, have amp-hour ratings of 107-130 and cold-start ratings around 4.2-5.5.

Medium-duty batteries are generally suitable for most driving conditions. But there is not as much difference in price for a heavy-duty battery this year as there sometimes is. Heavy-duty batteries are safer for very cold climates or much long-distance driving which results in overcharging, or much stop-and-go driving in city traffic.

Heavy-duty batteries with silver-cobalt have reduced failure due to overcharging, consumer co-ops reports.

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SOUP TO NONSENSE

First Date

By JANE GOODSELL, Portland, Ore., Guild

All of a sudden
There came a day
I'd thought was years
And years away.

The telephone rang.
I said, "Hello."
The voice on the other
End said, "Oh!"

"I thought—I mean—
Is Kate there, please?"
The voice was young
and full at ease.

The voice was shy
And high and frail,
But there wasn't a doubt
That the voice was male.

I called, her, feeling
Sort of shaken:
Hoping I could
Be mistaken.

For she's too young
And far too tender
To get involved with
The other gender.

Why, they've just started
Dancing school!
I tell myself
I'm a silly fool.

It's probably just
An aimless call.
Not a thing at all.
"Mommy, it's Mike."

And he wants to know
If I'll go with him
To a picture show
On Saturday noon

To a matinee.

Please O please
Say it's okay!
"Gail's going with Butch
And Sue with Pete."

We'll look both ways
When we cross the street.
"We'll go together
And take the bus."

And Peter's father
Will call for us."
Her cheeks glow pink.
Her eyes shine bright.

The look on her face
Is pure delight.
I stare at her
In real dismay.

It seems like only
Yesterday
That she wore booties
Pink and blue.

And I learned how
To peek-a-boo.
"All right, darling,
Yes, you may."

Go with Mike
To a matinee."

Thinking over
My decision
I am treated
To a vision

Of some in-the-
Future time
When I'll look back
Upon this rhyme

And think it seems
Like yesterday
She asked to go
To the matinee.

Local Copy

A PAGE FOR OFFICERS AND STEWARDS

Salaries, Merit Area At New York Times

(Continued from Page 4)

Reporter	
14 on steps	
20 on top minimum	
11 from 160.75 to 169.70	
21 from 170.80 to 178.05	
16 from 180.00 to 189.05	
9 from 190.55 to 197.55	
20 from 200.00 to 209.25	
11 from 210.55 to 219.05	
12 from 223.05 to 228.75	
8 from 230.00 to 239.30	
8 from 240.55 to 249.00	
9 from 252.05 to 258.05	
5 from 262.05 to 264.05	
8 from 273.05 to 280.00	
3 from 292.55 to 298.55	
1 at 303.75	
1 at 309.05	
1 at 310.00	
1 at 319.95	
1 at 341.05	
1 at 341.25	

Rewrite Men	
3 on steps	
2 at 173.50	
3 from 184.55 to 189.05	
1 at 190.55	
1 at 206.05	
2 at 214.05	
1 at 235.55	

Studio Photographer	
1 on steps	
1 at top minimum	
1 at 173.05	
1 at 203.75	

Copyreader	
3 on steps	
6 at top minimum	
1 at 165.00	
13 from 170.00 to 176.55	
15 from 180.00 to 189.05	
8 from 190.00 to 195.00	
12 from 201.50 to 209.05	
5 from 210.95 to 215.05	
4 from 221.05 to 227.05	
1 at 237.05	
1 at 292.55	

News Makeup Man	
2 on steps	
1 at 175.00	
1 at 200.00	
1 at 237.55	
1 at 253.75	

Syndicate Wire Filer	
1 at top minimum	
1 at 175.05	
1 at 208.05	

Group "O", individuals designated by name and exempted, partially or wholly from hours and overtime provisions, including editorial writers, special writers, columnists, desk heads, various editors, etc.

8 from 167.05 to 178.55	
5 from 189.05 to 198.55	
8 from 200.00 to 208.25	
7 from 210.00 to 217.05	
7 from 220.00 to 228.75	
6 from 230.00 to 236.55	
5 from 241.55 to 249.05	
3 from 250.00 to 258.05	
4 from 262.55 to 269.43	
4 from 270.00 to 279.05	
4 from 280.93 to 288.68	
2 from 269.05 to 300.00	
4 from 313.05 to 318.75	
2 from 322.05 to 328.75	
1 at 345.16	
4 from 350.00 to 359.60	
2 from 365.66 to 369.41	
4 at 393.29	
2 from 417.53 to 427.15	
1 at 433.02	
5 from 481.13 to 484.88	
1 at 500.38	

Questions On Retirement? Daoust Has Some Answers

Milwaukee Vote Okays Pension

Milwaukee, Wis.—A membership referendum has confirmed the Milwaukee Guild's choice of a pension plan instead of a wage increase in the second year of the local's new contract with the Sentinel.

The vote, taken by mail ballot, was 121 to 113. At the August membership meeting, which ratified the new contract, pensions were favored by a 91 to 82 vote. A petition signed by more than 10 percent of the members, however, requested the referendum.

The local had been given the option of taking an average of nine cents an hour per employee in employer contributions to the pension plan or wage increases ranging from \$2.35 to \$4.60 a week, effective next April 25.

Local President Jerry E. Rosenthal is arranging meetings with Sentinel management to negotiate terms of the pension plan.

cost, the plan may also contain an option for a 10-year certain date, so that pension payments are guaranteed for 120 months whether or not the employee lives that long after retirement.

Q. Wouldn't the money put toward pensions be more useful if taken in cash?

A. Remember, you will pay taxes of at least 20 percent on a cash wage increase. Thus, a \$3.60 increase really would be only about \$2.90 in your pocket. But you pay no taxes on the amount contributed by your employer to the pension plan in your behalf, and there is no tax on the interest a pension fund earns. Even when you collect the pension after retirement, chances are you will pay no tax on it because the government allows a double deduction of \$1,200 instead of \$600—for each person over 65. A pensioner and wife, both over 65, could receive \$374 monthly without paying any taxes—\$200 in pension benefits and \$174 in Social Security benefits, which are not considered taxable income. But the big benefit of a pension plan to younger people is that it encourages older employees to retire, thus opening up top, high-salaried jobs.

Q. Can the plan provide that an employee who leaves the Sentinel after a certain number of years take his pension investment in cash?

A. It could be done, but the plan would be defeated. The only way a pension plan works is as a group program. No individual has an "investment" in it.

Q. How long must an employee work before his pension benefits are guaranteed?

A. The proposed Milwaukee plan calls for vesting rights after 15 years. That is, an employee who leaves the Sentinel after 15 years of service or more may, upon reaching age 65, claim a pension based on his years of service and his average salary at the time he left. You could lower the period for vesting rights to 10 years, but this would double

the cost of vesting and reduce the amount of pension benefits by one-sixth or one-seventh. Later on, as more money becomes available toward pensions, you might reduce the vesting period by a small increase in pension contributions.

Q. What if an employee who has 15 years of service quits next May, right after a pension plan is set up?

A. That employee has vesting rights and may claim a pension at age 65.

Q. Would the plan call for early retirement?

A. Yes, most Guild plans provide for early retirement at age 55, with benefits reduced.

Q. If a person retires at 55 but waits until he's 65 to draw benefits, would he collect more?

A. Yes. Of course, if you quit at 55 you would be giving up the opportunity to increase your years of service and your salary average, on which the pension amount is based.

Q. Could full benefits ever be provided for persons less than 65?

A. Yes, if you have enough money in the program. It costs about 8 percent for each year you reduce the retirement age.

Q. If we give up a wage increase, won't we be contributing that amount every year?

A. In a general sense, there's no perpetual loss. You are not voting to give up any future wage increase. I personally feel that over the long run you are not going to lose. The Sentinel is now following the Hearst pattern of taking pensions out of wage increases, but over the long run management is going to have to pay what it takes to keep an employee.

Q. If I bought a retirement plan as an individual with benefits comparable to this plan, how would the cost compare?

A. Even forgetting the income tax bite, the cost of an individual plan is 35 percent more than that of the trusted pension plan.

Q. Couldn't I earn an equivalent amount by investing in blue chip stocks and securities?

A. First of all, you probably wouldn't invest. You'd end up spending the money on a freezer or a washing machine. Second, you would have to be an awfully shrewd investor if you did go into the market. My stock holdings are down 20 percent. This can't happen with a pension fund because its investments are so varied and are supervised by experts in the economics of the business world.

Q. Once a plan is started, how often can it be changed?

A. That can be negotiated by the committee. Most Guild contracts open the pension plan each time a contract is negotiated. The IEB Contracts Committee will not approve a plan that has a period longer than two years between reopenings.

Q. What happens to the pension if-Hearst sells out?

A. Any plan approved by the federal government must provide that if a new owner will not assume the obligations of a pension plan, it terminates. At Detroit, if it terminates within 10 years, each employee gets a proportionate share of what he put in. If it terminates after 10 years, pensioners are taken care of first, then those in the 55 to 65 age group, and finally those below 55.

EDITORIAL

New York Pattern

About one fourth of all the members of the American Newspaper Guild are found on the rolls of the New York City Guild local. To that statistic may be added the fact that on the whole, New York's daily newspapers lead the nation's press in size, prestige and consequent responsibility for pace-setting in the industry.

These circumstances lend particular importance, Guild-wide, to the New York local's collective bargaining processes, now under way with the major dailies. Past gains by the New York Guild in its biennial negotiations have had far-reaching effects upon other Guild contract settlements across the country. The "pattern" for the year's cycle of bargaining has frequently been set by New York.

The New York contracts have a common expiration date of October 31, but are negotiated as separate instruments, through the city association of publishers as management spokesmen. Guild proposals were made months back, meetings set up and discussions held.

The results thus far show, on the part of management, reliance on another "pattern" which the New York Guild was told two years ago would never recur. The pattern consists of sitting tight, offering nothing in meeting after meeting, and waiting for strike votes and strike deadlines before making a last-hour counterproposal for wages only.

The "last-hour" reference is a literal one. There have been times when the negotiators have agreed to stop the clock, in the manner of legislatures, to make possible an agreement before a strike.

The past few weeks have demonstrated, as detailed in the statement of local officers printed elsewhere in this issue, that in spite of lessons presumably learned two years ago, the New York City newspapers intend to follow their own sorry precedent again in 1960.

This year, however, Guild members have been alerted to both the danger and futility of allowing a last-minute trap to be sprung, baited with cash-in-hand allurements.

Alone among the city's newspaper unions, the Guild has been in a position of "yes, but—" in the view of management. Contracts with the mechanical departments carry full recognition of the permanence of the union as a segment of the newspapers' economic life. Not so with the Guild, even with a background of 27 years of responsible and reasonable operation as a bona fide trade union.

Even though it means a strike, even with management's threat of "massive resistance" in the form of concerted refusal to publish, this is the year, says the New York Guild, when management must be made to live up fully to its obligation to bargain in good faith, to admit contractually that the Guild is in business to stay, and to accord our union the adult status won by the crafts long years ago.

It is a strike-worthy issue, which all Guild members will support, if only from the narrow view that what is established in New York can become a norm for the Guild elsewhere.

Quote

"If a publisher does not consider himself an editor, he should not be in the business.

"Many American publishers are either too busy making money, or disinterested, or indifferent, or are not newspapermen.

"Some American and some Canadian publishers are so busy defending the status quo that they have lost complete touch with their readers at a time of revolution and evolution."

—Erwin Swagard, Vancouver (B.C.) Sun managing editor, speaking at the Oregon State Publishers' convention.

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'What's That Funny Looking Character Doing Here?'



DATELINE: WASHINGTON

Sees Kennedy Taking Offensive, Making 'Substantial' Advance

By WILLARD SHELTON, Washington Guild

Enroute with Senator Kennedy—The first six weeks of the campaign after Labor Day clearly were marked by strong and substantial gains for Senator Kennedy, while Vice President Nixon somehow seemed unable to develop a specific and powerful line that would check the Democratic nominee's offensive.

This observer has no more taste than others for premature election prediction, but the Democratic nominee had worked out an attack pattern and Mr. Nixon at least temporarily seemed to be taken aback by both its vigor and its affirmative character.

The Vice President possessed obvious assets when the two parties emerged from the July nominating conventions: a more widely known name; a presumptively greater reputation as one with wide if not deep experience; the hope that he could hold enough Eisenhower votes from 1952 and 1956 to overcome the Democratic advantage as the majority party.

Mr. Nixon obviously calculated—and I think correctly—that in regard to the presidency the majority status of the Democrats is less certain than in regard to Congress. Substantial groups of voters have shown themselves to be free-swinging ballot-splitters voting Democratic generally in congressional races and Republican for the White House. This was true in 1948 as well as in the last two elections: Mr. Truman ran behind his party's congressional candidates in most states.

It may even be argued, on the basis of the past eight years, that the people have a positive taste—as in a developed opium habit—for living under a Republican President who tells them they never had it so good while making a hedging bet, against the possibility of a depression, on Democracy in Congress.

Senator Kennedy gained a first—and perhaps eventually decisive point when he proved in the opening television debate that he could compel Mr. Nixon to "agree" with him, to concede

him a right to be in the contest, rather than play a defensive role.

He opened up an unremitting attack on the Vice President's Republican Party affiliation—a matter Mr. Nixon seeks to obscure in a search for so-called independent and fringe Democratic votes. When did the Republicans ever support a forward-looking social policy, Kennedy asked repeatedly and derisively.

When the Vice President claimed that the Democrat failed to say the same things on civil rights in the South as in the North, Kennedy chose Warm Springs, Ga., and Columbia, S. C., for a counter-blast of such force that the issue was foreclosed. In the presence of the Deep South's entrenched Democratic officialdom, the Senator said that "Presidential leadership" was needed to produce progress on human rights, and that the Southerners might not like it but at least he did not have Senator Hugh Scott of Pennsylvania making civil rights speeches in the North and Senator Barry Goldwater of Arizona denouncing federal rights programs in the South.

Mr. Nixon made discursive, low-key, non-controversial speeches. His planes were always on time. Senator Kennedy made short, almost bareboned, slashing attacks on the Vice President's claims to virtue and experience and on his political lineage.

Kennedy's own travel cavalcade was forced into killing journeys that left staff and reporters drooping and kept tens of thousands of people waiting for hours for the nominee's appearance. But most of them waited.

The observers may be wrong, but many of them felt that the result of all this was to impart an impetus and drive to the Kennedy campaign that would be hard to check and reverse.

In so far as such things are subject to accurate analysis, the changes in the political scene appeared to be favorable to the Senator rather than to Mr. Nixon. Joseph Alsop acknowledged a Kennedy "breakthrough" in the

public consciousness, and speculated that Mr. Nixon was facing some new personal breakthrough of his own.

The New York Herald Tribune reported an unmistakable Kennedy "tide" running strongly in normally Republican upstate counties. From other industrial states, elections are won and lost by the professional public taste testers, the pollsters who make samplings for the candidates, reported a shift in feeling, and the shift was almost invariably Kennedy.

Fundamentally the Kennedy campaign was an attack on the Eisenhower Administration, although the President's name was never mentioned, and on the identification of the Vice President as a Republican.

"I am in favor of a \$1.25 minimum wage," Mr. Nixon says that "extreme." . . . I would have signed the housing, depressed area and water pollution bills the President vetoed; Mr. Nixon's a leap year liberal"—this was the Kennedy theme.

"We need a liberal at home who is soft-speaking but powerful in foreign policy, not a conservative at home and a 'risk taker' abroad"—this was another theme. The Senator was taking direct aim at the "peace and prosperity" slogan.

With two and perhaps three television debates ahead, with more than three weeks until the voting, Mr. Nixon had time to show what he could do. He needed to win some of the uncommitted voters who appeared to be listening to Kennedy.

Chauncey T. Kling

York, Pa.—Chauncey T. Kling, 77 years old, a charter member of the Guild here and dean of York County newspaper men, died last month, just a year after he had been taken ill. He had been employed by the York Gazette in 1915 and three years later, under the merger which created the Gazette & Daily, became courthouse reporter.

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