Carl T. Rowan Will Address Buffalo Convention Banquet

The ANG GUILD REPORTER

OFFICIAL ORGAN OF THE AMERICAN NEWSPAPER GUILD (AFL-CIO, CLC)

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Goldstein To Speak At Wage Forum

Carl T. Rowan, deputy assistant secretary of state for public affairs, will be the speaker at the banquet of the ANG 29th annual convention, at the Buffalo Statler Hilton, Tuesday evening, July 10.

Until his appointment to the State Department, Rowan had for 13 years been a member of the Twin Cities Newspaper Guild, while winning a series of honors for his work in news reporting for the Minneapolis Tribune.

The dinner will occur on the second day of a week crowded with activities for the expected 250 delegates and for members of their families.

ANG had this week received credentials for about 175 delegates from 52 locals, including most of those from the far west. The accessibility of Buffalo from points where the Guild has heaviest membership representation could make the 1962 convention the largest in ANG history.

The program for the convention itself will be preceded by a meeting of the International Executive Board on Friday, July 6, by sessions of panels and councils over the weekend and by a cocktail party Sunday afternoon, and a first-delegate "Freshman Forum."

Attorney M. H. Goldstein, of Philadelphia, who gave a dynamic appeal that launched the Guild's $100-a-week wage objective at the 1946 convention in Scranton, will be guest speaker on Monday evening, when a forum on the current wage program keyed to the slogan "$200 a Week—Now!" will be conducted.

General business sessions of the week are set for Monday morning, when the three top officers of the Guild will make their reports, for Wednesday morning, all day Thursday and Friday. Committees will organize on Monday afternoon and continue their sessions on Tuesday and throughout the week as required.

On Wednesday delegates and

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Resume Talks At Milwaukee

Milwaukee, Wis.—"No progress" was reported by Tony Ingrassia, chief Milwaukee Guild negotiator, at the close of a session Wednesday with management representatives of Hearst's strikebound Sentinel here.

Wednesday's meeting, under the direction of Federal Mediators Ed Scott and Clement J. Murphy, was the first since negotiations were recessed Thursday night, June 7.

Another session was scheduled for today.

Management made no new proposals of its own at the Wednesday session, Guild negotiators said.

The Guild, however, suggested that some progress be made by discussing initiation of a pension plan.

The company rejected this as "piecemeal bargaining."

In the absence of Thomas Brennan, Hearst attorney, ill in New York, Howard Lipton represented Hearst legal interests.

Both Guild officials and the Sentinel management received telegrams from Milwaukee's Mayor Henry W. Maier urging them "to settle your differences to bring an immediate end to the Sentinel strike for the good of both sides, as well as the community as a whole."

The Guild replied:

"The Guild shares your concern over the impact of a strike on the community. It will continue to seek a fair settlement as it has since talks began March 15."

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Scenic Wonder: A tour of Niagara Falls and its river gorge is planned for the Guild's 29th annual convention next month at Buffalo. At left center is the American Falls, with the Canadian or Horseshoe Falls at the upper center. In the foreground is the Canadian customs office at the end of the Rainbow Bridge and at the right the Hotel Sheraton Brock. Famed Canadian Parkway flanks the gorge on the right. Two hundred and fifty delegates are expected.

El Mundo Commercial Vote June 27

San Juan, Puerto Rico—Commercial department employes of El Mundo, the commonwealth's largest daily, will vote on June 27 on whether or not they want the Guild as their collective bargaining agent. The Guild already represents the editorial staffers.

In consent elections conducted by the National Labor Relations Board, employes will ballot in these departments: accounting, administration, advertising, maintenance and circulation.

There will be two elections: one for 60 persons; the second among five telephone operators who service not only the newspaper but its radio and TV stations as well.

The Guild will be the only union on the ballot.

It has been agreed that there will be one contract.

Excluded from the unit are: heads of advertising, accounting, credit, circulation and administration departments; general manager (he also has the title as head of the administration department); assistant to the general manager; industrial relations director; members of the board of directors; guards and confidential secretaries.

Not in the unit because they are already being bargained for by the Teamsters; 12 roadmen in the circulation department, two district managers in the same department, two retouchers and three tape perforators.

Organization of the commercial group followed a recent election among El Mundo's editorial staffers who chose the Puerto Rico Guild as their bargaining agent by a 53 to 3 vote.

The Guild also has a contract with the San Juan Star, English language daily.

ANG International Representative Ed Allen has been assisting the local.

In bargaining sessions for the editorial group, Guild negotiators report tentative agreements from management including: overtime after eight hours; American Arbitration Association arbitration

(Continued on Page 4)

'Massive Retaliation' Brings Detroit Charges

Detroit, Mich.—Charges of unfair labor practice against the Detroit dailies have been filed by the Detroit Guild with the regional office of the National Labor Relations Board.

Both relate to the lockout of Guild members at the Free Press and the Detroit News last month, and both seek a board order for pay lost during the period from May 6 through May 11.

The Teamsters union struck the Free Press April 11, for eight days. The Typographical union picketed both papers April 20, reaching a settlement May 6. The Paper Handlers union picketed the News May 6, settling the dispute May 11.

During the entire period members of the Guild were not on strike, but all Guild employes at the Free Press were at various times directed not to report for work, and were not paid for time lost.

At the News, Guild members were the only employes suspended during the period of the strikes. The Guild is under contract for only maintenance employes at the News; occupies its full jurisdiction at the Free Press.

The charge regarding the News is that management discriminated against Guild employes, while retaining non-union employes on the payroll. In the case of the Free Press, the charge is that management discriminated as to hire and tenure for the purpose of discouraging union membership.

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Hearst Top Management Is Consolidated In SF

San Francisco, Calif.—Combination of the management of its two newspapers here—the morning and Sunday Examiner and the afternoon News Call Bulletin—was announced June 17 by the Hearst Corporation.

That it would go to one-plant operation was also indicated by the Hearst group, which acquired full control of the News Call Bulletin two weeks ago. (GR, June 8)

It will not, however, be either one of Hearst's present plants here, according to G. O. Markuson, general manager of the Hearst newspapers.

Three top management positions were consolidated. Charles Gould, publisher of the Examiner, became publisher of both newspapers. Wells B. Smith, general manager of the News Call Bulletin, became general manager of the two papers. William H. Mills, Examiner business manager, became business manager of both.

Other changes included: elevation of Thomas Eastham, who had been news editor of the News Call Bulletin, to editorial head of that newspaper; promotion to managing editorship of the News Call Bulletin of Rene Cazenave, formerly assistant managing editor.

"We got a whole newspaper for practically nothing."

William Randolph Hearst, Jr., titular heir to his father's empire is thus quoted in Time Magazine as describing the recent purchase,

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Good Citizenship: Madison Guild's 1962 Page One honors went to Mr. and Mrs. Charles Meyer, a couple in modest circumstances who have adopted seven children, including two from Korea and one from Japan. Tom Barlet, center, presents the "Citizen of the Year" recognition.
—Photo by Carmie Thompson, Madison Guild

Anti-Scab Law In Rochester; Ban Strengthened By Mass.

Rochester, N.Y.—With a major assist from the Rochester Newspaper Guild, the city council has passed the first Citizens' Job Protection municipal measure in the state.

By a 6-3 vote, with Republican members of the council opposing passage, the ordinance became a municipal law.

The ordinance, banning the importation of professional strikebreakers, effective June 11:

• Defines a strikebreaker as "any person who offers himself for employment for the duration of a strike or lockout in the place of employes involved in a strike or lockout."

• Makes it unlawful for any employer "to wilfully and knowingly" employ strikebreakers to replace employes on strike against the employer or locked out by him.

• Provides that a violation of the ordinance shall be a misdemeanor, punishable upon conviction by a fine of $25 to $150 and, in the discretion of the court, by imprisonment of not more than 150 days.

Backed by documentary material, the Guild, through its president, Joseph M. Albright, made a written presentation in favor of the ordinance prior to the voting. Albright, Mitchell Kaidy, former local president, and Ron Watts, ANG international affairs representative and former Rochester Guild president, had all been active in labor's campaign for the ordinance.

Boston, Mass. — Amendments which strengthen the state Citizens' Job Protection legislation are now on the Massachusetts books.

As amended, the law now:

• Declares that "the employment of non-residents . . . as strikebreakers . . . tends to produce and prolong industrial strife, violence and other crimes and disorders which would . . . be mitigated by forbidding their importation by persons other than the employer directly involved in the labor dispute" and by requiring their registration and pertinent information from the employer.

• Forbids the recruiting and importation of out-of-state scabs by any person other than the employer directly involved.

• Makes mandatory — within five days—written reports from any directly-involved employer who recruits or imports such scabs: names, addresses, dates of importation, salary and expenses paid them.

• Provides fines for violations of $500 to $1,000 for the first offense, $1,000 to $5,000 for a second or subsequent one.

Quarterly Budget

The IEB approved the following budget for the fiscal quarter covering May, June and July:

Per Capita Taxes	
AFL-CIO	$ 6,750.00
CLC	900.00
IFJ-IAFWNO	200.00
Total	7,850.00
Organizing and Servicing	
Salaries, Dir. and IRs	32,500.00
Salaries secy-stenos	750.00
Expenses, Dir. and IRs	12,500.00
Misc. Organizing Expenses	2,000.00
Total	47,750.00
Collective Bargaining	
Salary, Exec. Secy	2,405.00
Salaries, secy-stenos	750.00
Pension Consultation	600.00
Expenses, personnel	150.00
Total	3,905.00
Research and Information	
Salary, Director	3,250.00
Salaries, Assistants	4,153.50
Salaries, secy-stenos	750.00
Expenses director	200.00
Expenses, assistants	50.00
Books and Periodicals	
Legal & Coll. Barg. Serv.	125.00
Subscriptions	125.00
Other Printed Material	25.00
Publications and Literature	
Contracts Survey	400.00
Org. & Other Literature	750.00
Training Confs. & Seminars	250.00
Miscellaneous	50.00
Total	10,128.50
Guild Reporter	
Salary, editor	2,606.50
Salary, assistant	3,272.50
Salary, clerical	600.00
Printing and Mailing	6,750.00
Postage	750.00
Addressing	300.00
Pix & Spec. Material	500.00
Miscellaneous	250.00
Total	14,129.00
Administration	
Salary, Office Mgr.	2,145.00
Salaries, Secy-stenos	2,200.00
Salaries Bookkeeping	2,400.00
Salaries, clerical	600.00
Rent and Maintenance	3,400.00
Stationery and Supplies	1,500.00
Equipment	250.00
Telephone and Telegraph	2,125.00
Repairs and Improvements	150.00
Postage	1,500.00
Auditing	600.00
Insurance and Bonding	750.00
Employe Pension	1,625.00
Employe Health & Welfare	1,125.00
Miscellaneous	350.00
Total	20,720.00
Executives	
Salaries	7,266.50
Expenses	2,000.00
Total	9,266.50
Other Expenses	
Legal Fees	3,000.00
Payroll & Pens. Prop. Taxes	1,125.00
Contributions	250.00
Bade Award	1,000.00
Delegates and Committees	2,000.00
IEB Meetings	6,000.00
Severance Pay Provisions	3,000.00
Convention Reserve	2,375.00
Conv. Exp. Above Reserve	2,500.00
AFJ-IAFWNO Convention	2,000.00
Total	23,250.00
GRAND TOTAL	$137,099.00

Varied Activities Highlight Buffalo Convention Week

(Continued from Page 1)

their families will enjoy an outing along the Niagara River gorge, ending the day with a smorgasbord at the Niagara Falls, N.Y. hotel.

The Buffalo Guild has arranged a series of events designed to entertain wives and families while delegates are in session.

Rowan was one of the first State Department appointments of the new Kennedy administration early last year.

His record as a reporter with the Minneapolis Tribune has been spectacular. He put in two years there on the copydesk, but when he became a general assignment reporter, he began winning writing awards with regularity. By 1956 he became the only person to win three consecutive awards from Sigma Delta Chi, professional journalistic society, and in every year since 1950 he has been an award winner in some professional category of achievement.

Born in Tennessee, he served in the navy in World War II, and at age 19 won one of the first 15 commissions granted to Negroes. He studied at Tennessee State, Washburn and Oberlin, Ohio before gaining a master's degree in journalism at the University of Minnesota.

Among his books are "South To Freedom," "South To Sorrow," "The Pitiful and The Proud" and "No Need For Hunger." The first two deal with racial problems in this country, the others with the Far East, where Rowan has toured extensively.

Among delegates chosen by locals are the following:

Toronto — Jack Dobson, Bob Buchanan, Tom Shiers, Harry Brohm, Muriel Grover, Isabel Greenwood, Cy Brimicombe, Bill Grover, Ross Miller, Murray Tate, Ann Davidson and Betty Corbett.

Washington — Jack Lemmon, Harris Monroe, Tom Kelly, Walt Bassford and John Barry.

Hudson County—Ed Harnett.

Kingston—Dorothy Narel.

Utica—Jean Treacy.

Denver — Anthony Hodnick, Ralph W. Veatch, Jr., and H. Douglas Bradley.

Gary—Terence O'Rourke and David Samuels.

Hammond — James R. Roche.

Kenosha—Joseph Jacoby.

Knoxville—Homer Clonts.

Portland, Ore.—Jack Roberts.

Pueblo — Gilbert P. Zamora and George Crouter.

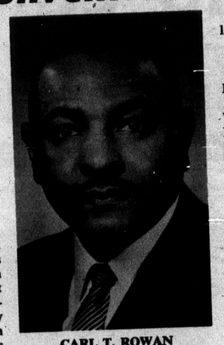
Rockford—Stanley J. Buckles and Kenneth E. Loomis.

San Antonio—John E. Sweet and Don Hayes.

Victoria—Pete Sallaway.

San Francisco-Oakland — Barney Peterson, Harvey H. Wing, Ed Reynolds, Lou Webb, Fred Fletcher, Bob Guiles, Art Cramer, and Vera Moore.

Wire Services — Felix Wold, Gene Meakins, Ray Mann, Joe Wilson, Robert Crocker, A. E. Maloof, Harry Culver, George Muldowney, David Zinman and Gene Bludeau.



CARL T. ROWAN

Albany — Chester Vanderbilt, Paul Lyman, Frank Jaquinto, George Kearney and James Gallagher.

Boston — William H. Wells, Michael F. Kelly, Charles Leveroni, Joseph B. Downey, John H. Thompson, Charles E. Lynch, James T. Reddy and Gordon C. Lane.

Sacramento—Al G. Larsen.

Scranton—Phillips Butler.

San Diego — Harvey Berman and Paul Cour.

Los Angeles — Justin F. McCarthy, Jr., Robert Pope, Nick Abraham, Ollie Hieatt, Sherman Williams, A. E. Davis, William M. Greene and Morry Rabin.

Buffalo — Ken Barnette, Milt Carlin, Charles A. Perlik, Jr., Jean Dingle Hartnett, Pat Swift and Dick Baldwin.

Hazleton—William McLaughlin.

Madison—Irvin Kreisman.

Peoria—Russell L. Lulay.

Baltimore — John Goodspeed, Ed Advani and Mike Naver.

Cleveland—Emerson Batdorff, William M. Davy, Frank Drake, David Fairfield, Betty Klaric, Mary Strasmeyer, Jack Weir and Noel Wical.

Terre Haute — Ned A. Bush, Sr.

New York City—Wilfred Alexander, Harry Adams, Bernard Stein, Howard Bishow, Edward Easton, Jack Currin, Thomas Fay, Carlota Maduro, Harvey Holmes, Harry Ryan, Gerry Pasarella, Robert Conenello, Magnus Bredenbek, Arnold Drapkin, Morris Iushewitz, Eugene Connolly, Joseph B. Kommer, Leonard Weeks, Thomas J. Murphy, M. Michael Potoker, Frank Master, Harry Berkowitz, Anthony Stella, Edward Johnson, Arthur Rosenstock, Lawrence Ferris and Herman Singer.

Indianapolis—Leon Good and Ervin Freudenburg.

Lima—William Lee.

Salem—James M. Shea.

Wilkes-Barre — Robert Patton and Thomas McCormack.

Great Falls—G. R. Pattison.

Lehigh Valley — Robert M. Golden.

St. Louis—Jake Feuglein, Robin Everett, Barney Wippold, James B. Woods, Frank Sutor and William Balota.

San Jose—Robert J. Hicks, Frank Bonanno and Clover Cummings.

Stockton—Douglas Brodie.

Vancouver - New Westminster—Christopher Crombie, William McLeman, Jack McKim and Denis Blunden.

FROM THE PAGES OF Editor & Publisher E&P

JUNE 9, PAGE 14

SPECIAL HAZARDS FRUSTRATE REPORTERS IN SOUTHEAST ASIA

"Off to check one of many rumors created by the lack of communications in Southeast Asia, a foreign correspondent got a helicopter lift to a remote part of Laos. Four days later the monsoon-drenched reporter managed to swing a return trip!

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Labor Rallies To Support Milwaukee Guild Strikers

(Continued from Page 1)

While 39 Milwaukee area labor leaders walked the picket line in their stead, nearly 300 members of the Milwaukee Guild meeting after 17 days of strike gave their bargaining committee a solid vote of confidence with only a handful of "No" votes.

They overwhelmingly rejected two qualified votes of confidence, one suggesting concessions by the Guild and the other placing a time limit for the Guild bargaining committee to reach agreement.

Guild officers interpreted the vote as a firm stand for the Guild's position, and an indication that the membership wants any company proposals to be made to their union representatives at the bargaining table, rather than by letters to the membership such as one sent out by Sentinel Publisher Wallace Hughes, June 8.

The ANG's international defense fund is at the disposal of the strikers, Executive Vice President William J. Farson told the Guildsmen.

"Milwaukee Guildsmen will get full support from their international union, however long it takes to win this strike," he pledged.

Farson said he believed that the Sentinel carries a strike insurance policy.

"I believe every Hearst paper carries strike insurance," he said. "It could be for a period up to 28 weeks. I hope this can be settled with realistic bargaining, but if it takes a full 28 weeks, the entire resources of the Guild are available to this local."

The Journal, Milwaukee's afternoon newspaper, reported Henry Gronkiewicz, Sentinel business manager, as saying he had no comment on Farson's remarks on the Sentinel's possible insurance coverage.

Of the threats made by Sentinel negotiators that a Guild strike could cause the Sentinel to be sold or to close permanently, Farson said:

"We have been hearing that the Sentinel was up for sale for five years. I don't think we could save this paper if Hearst wanted to sell it, whether we worked for half pay or decent wages."

J. F. Friedrick, president of the Milwaukee County Labor Council, also spoke at the meeting. He was recently named president of the University of Wisconsin Board of Regents.

Friedrick expressed his admiration for the militant and solid stand taken by the Milwaukee Guildsmen and urged them to stand firm in their fight.

In the dispute when the negotiations broke up on the evening of June 7 were these issues, according to Guild officials:

Wages, pension plan, automobile allowance, fourth week of vacation, improved hospital-surgical plan, sub-editor differential, bonus plans and night differential.

The June 8 special delivery letters which Publisher Hughes sent to each Guild member "in the interest of getting all of our people back to work," and in which he expressed his regret to his "Dear Friends" that "negotiations have broken down completely" drew sharp rejoinders from local Guild leaders who characterized the missives as containing "inaccuracies, half-truths and deliberate distortions."

What actually happened, they point out, is that federal mediators recessed negotiations after "the Sentinel refused to state its position through three days of sessions.

"The Hearst attorney did conveniently place on the table a list of 'agreements and issues.' In answer to a direct question, however, he said it wasn't the publisher's present position.

"Then, about 26 hours later, a slanted version of the 'agreements and issues' was delivered to Guild members via the expensive special delivery route."

The publisher who sent the letters, Guild officials emphasize, "is part of the same Sentinel 'team' which told Guild members to 'get down on their knees daily and thank God that a wise management was protecting their jobs.' This publisher is part of the same Sentinel 'team' which invited Guildsmen if they didn't like working conditions to leave."

"To set the record straight," they insist: "The Sentinel has never agreed to a pension plan with the Guild, refusing even to agree on the basic items in a plan.

"After spending much time and money trying to negotiate a plan with the Sentinel in 1960-61, the Guild has no intention of leaving pension 'basics' up in the air again. The Guild's intentions to work out a pension plan in an orderly fashion were stymied this spring because management refused to discuss pensions in any way, shape or form until the day before the strike."

The Guild leaders find it "noteworthy", too, that "although the Guild had a legal right to payroll information for years and had consistently asked for it, the Sentinel refused to comply with the law until notified of an unfair labor practice complaint filed with the National Labor Relations Board."

The management list of "agreements" calls for close inspection, also, Guild spokesmen warn.

"For example, the Guild has been unable to find a single part-time employe who would be eligible for holiday pay under the Sentinel's proposed new language. As for assistant librarians, the Sentinel only has agreed to pay one dollar extra to two persons . . . a total cost per year of less than it took to mail the special delivery letters."

Going down the list:

● **Wages.** "First and foremost, of course, the Sentinel hasn't agreed to the Guild's wage proposal. How could it, when it insists a big chunk should be withheld from wages to pay for other proposals which the Sentinel claims 'it offered to grant.'"

● **Holiday pay.** "The holiday pay 'give' by the Sentinel is a dandy little fooler. The Sentinel has not agreed to pay anything more than it has in the past regarding holiday pay. What the Guild did negotiate was language which forbids management from working employes on a holiday, then denying them holiday pay."

● **Active military reservists.** "The publisher forgot to mention the reservist wouldn't receive any pay and would forfeit rights to choice of vacation period."

● **Arbitration procedure.** "No change. Both sides simply agreed to drop the language which never had been followed."

● **Retail incentive plan.** "The publisher neglected to mention the Sentinel insisted on complete unilateral control of any bonus plan. In addition, the Hearst attorney said management no longer liked the plan presented to salesmen May 14 and didn't know what form a new plan would take. A Guild charge of unfair labor practice is pending against the Sentinel for unilaterally announcing a bonus plan the day before a scheduled strike vote."

● **10 percent premium requirement for editorial part-timers.** "The Guild has not agreed to drop this demand since this proposal was contingent on the publisher's acceptance of a boost in sub-editor differential."

● **Extra week's vacation for baseball writer.** "The Sentinel agreed only after the Guild threatened to file an arbitration for overtime not paid in the last nine years."



Relief Detail: Thirty-nine Milwaukee area labor leaders manned the picket line around the Milwaukee Sentinel for three hours, June 12, so that members of the striking Milwaukee Newspaper Guild could attend a membership meeting. Included were (from right): Robert Allen and Erwin (Pat) Finley, business agents, Brewery Workers, Local 9; Tony Ingrassia, chief negotiator of the Milwaukee Guild; Gordon Helman (partially hidden), secretary-treasurer, Federal Labor Union, A. O. Smith Corp.; William J. Farson, ANG executive vice president; Ben Barwick, of Bartenders' Local 64; Gil Kelley, business agent, Local 344, Teamsters; John Schmitt, Wisconsin AFL-CIO vice president; Jerome Gapinski, president, Laundry Workers, Local 3008; J. P. Friedrick, Milwaukee County Labor Council president; John Pattow, business agent, International Association of Machinists, District 10; John Cudahy, president, Federal Labor Union, International Harvester Co.; and Charles Heymanns, regional director, AFL-CIO.

Contributions to the Milwaukee Guild benefit fund for its strikers amounted to $3,984 as of June 18, the local reports.

The contributors:

Jerry Rosenthal	$ 50.00
Jerome Cahill	5.00
Maurice Shean	25.00
Anonymous	10.00
Kenosha Guild	56.00
Albany Guild	300.00
Detroit Guild	100.00
Cleveland Guild	100.00
Brockton Guild	50.00
LeRoy Anderson	5.00
Harlan Draeger	5.00
Hammond Guild	25.00
San Jose Guild	100.00
Washington Guild	175.00
New York Guild	1,000.00
Seattle-Tacoma Guild	150.00
Boston Guild	50.00
Rockford Guild	100.00
Dan DiLeo	2.00
Al Mahler	1.00
Madison Guild	250.00
Paul Gustafson	25.00
Providence Guild	10.00
Peoria Guild	50.00
Sheboygan Guild	100.00
Cincinnati Guild	25.00
James Koonin	15.00
Stockton Guild	25.00
Great Falls Guild	100.00
St. Louis Guild	100.00
Mid-Atlantic DC	25.00
Terre Haute Guild	100.00
Los Angeles Guild	25.00
San Antonio Guild	100.00
Toronto Guild	15.00
Baltimore Guild	10.00
Massillon Guild	50.00
Memphis Guild	200.00
San Francisco-Oakland Guild	50.00
Wilkes-Barre Guild	25.00
Boston AP Wire Service	5.00
Bob Cooney	
Milwaukee Journal writer and wife	20.00
Canadian Wire Service Guild	50.00
Chicago Guild	250.00
TOTAL	$3,984.00

Some Issues Settled In Minneapolis

Twin Cities, Minn.—Two of the five striking unions at the Minneapolis Star and Tribune reported progress in negotiations as the work stoppage entered its eleventh week.

Both the ITU printers and the Stereotypers reported that they had come to an agreement with the company on jurisdiction and work practice problems, leaving only economic issues such as wages, pensions, hospitalization and vacations.

ITU Mailers first reported progress in settling their jurisdiction problems but it later appeared that negotiators who had agreed "in principle" had been unable to agree on a memorandum covering the agreement.

Elmer Brown, ITU national president, and Joseph Bailey, ITU vice president, assisted both typo and mailer groups in their negotiations. They entered the negotiations after an invitation from Governor Andersen and Minneapolis Mayor Naftalin.

The governor and the mayor issued the invitations after they received letters from the Newspaper Guild of the Twin Cities, asking the two political leaders to set up meetings.

Bill Sampson, international president of the Stereotypers, accompanied the local's committee into negotiations.

Other striking unions include the Teamsters and Pressmen.

William J. Farson, American Newspaper Guild executive vice president, visited Minneapolis to look over the Guild's activities here.

The Guild has been observing picket lines since they were put on April 12.

Farson met with the Guild strike policy committee in Minneapolis and also attended a meeting of the plant union council.

Bob Bruner, ANG international representative, spent several days assisting the Guild members.

Although some progress has been made, both sides agreed that many problems remained unsolved and that it would take considerable time to work out these issues.

Twin Cities, Minn.—Contributions in aid of the Twin Cities Guild members idled in the Minneapolis strike totaled $8,672 as of June 14, it is reported by Angelo Cohn, local president.

The listings by the local:

Previously acknowledged	$3,287.00
New York Guild	1,000.00
Wire Service Guild	900.00
Seattle-Tacoma Guild	150.00
Portland Guild	50.00
Peoria Guild	25.00
Rockford Guild	50.00
St. Louis Guild	75.00
Toronto Guild	100.00
San Francisco-Oakland Guild	250.00
Canadian Wire Service Guild	100.00
Vancouver Guild	50.00
Denver Guild	55.00
Philadelphia Guild	200.00
Washington Guild	400.00
Union Advocate unit	60.00
Buffalo Guild	50.00
Pueblo Guild	10.00
Gordon Roth	25.00
Anonymous (member)	10.00
San Antonio Guild	25.00
Gary Guild	100.00
Great Falls Guild	25.00
Cleveland Guild	50.00
Calif.-Nev. DC	100.00
Hammond Guild	10.00
Harrisburg Guild	25.00
Wire Service members, NYC	150.00
Indianapolis Guild	25.00
Albany Guild	100.00
Eugene Guild	25.00
San Diego Guild	250.00
Sheboygan Guild	50.00
San Jose Guild	50.00
POI DC	100.00
Lake Superior Guild	200.00
Stockton Guild	15.00
Peter C. Puffolis	10.00
Sioux City Guild	25.00
Los Angeles Guild	100.00
Leslie H. Whitten	15.00
Jo and Jeanne Anderson	10.00
Mid-Atlantic DC	100.00
Mary E. Hartmann	5.00
Kenosha Guild	50.00
Anonymous	10.00
Edward P. Moyer	5.00
New England DC	25.00
Scranton Guild	50.00
Columbus Guild	100.00
Wilkes-Barre Guild	50.00
TOTAL	$8,672.00



Kingston Coronation: Sarah Imhoff, of Saugerties, N.Y., is crowned queen of the ball at Kingston Guild's seventh annual Page One affair, by last year's queen, Mary Chambers. Jane Markovsky, left, and Linda Lambert, right, were named attendants. At the rear is Mrs. Dorothy A. Narel, Kingston Guild president. ANG officials were guests.

SF Top Management Merged

(Continued from Page 1)

for some $500,000, by the Hearst Publishing Co. of the interest in the News-Call Bulletin that had been owned by Scripps-Howard.

The paper represented a merger in 1959 of the Hearst Call-Bulletin and the Scripps-Howard News, both afternoon dailies, with the resulting News-Call Bulletin being operated by Apex Publishing Corporation in which both Hearst and Scripps-Howard had interests.

For William Randolph Hearst, Jr., according to Time, "the new deal in San Francisco seemed something of a coup, and he could not resist a brag."

Under the heading "Cut-Rate Coup," the magazine says:

"From the very beginning, nothing about the merger had much sense . . . What Hearst really wanted was to take over its smaller rival; the union was approved only after Scripps-Howard, anxious to hang onto its only West Coast newspaper (its next westernmost outlet is the Albuquerque, N. M., Tribune), paid $500,000 for the right to run the news side of the joint operation, leaving business affairs to Hearst."

From Randolph A. Hearst, chief executive officer of Hearst Newspapers, has come a declaration that any report that the Hearst newspapers might shift into the afternoon field is as idiotic as the one who started such a rumor, according to Editor & Publisher, the industry magazine.

E&P reports that Hearst expressed delight at the return of the News Call Bulletin (a hyphen has been dropped) to the Hearst newspaper family.

Simultaneously he "flatly rejected rumors which developed in the wake of the recent San Francisco move," the magazine says.

"Acquisition of the total ownership provides the Hearst organization with new advantages, Mr. Hearst stressed. . . .

"There is no intent to get out of the San Francisco afternoon field as implied in some post-transaction reports, declared the president of Hearst Consolidated Publications, Inc., and of Hearst Publishing Company. The latter organization now wholly owns Apex Publishing Company, formed to own and operate the NCB. . . .

"Nor is there any intention of abandoning the morning field, he emphasized. . . .

"Mr. Hearst listed top basics in the Examiner's position. This newspaper now has the greatest daily circulation of its entire history, leads in the Sunday circulation in its area, and enjoys high advertiser acceptance which is reflected in its advertising linage, he observed."

The San Francisco News Call Bulletin deal is the latest to be announced in a series of transactions involving the Hearst and Scripps-Howard chains which have followed the sale of Hearst International News Service-International News Pictures in 1958 (GR, June 8).

Full NLRB To Decide Unit In Dow Jones Organizing

New York City—National Labor Relations Board hearings on the composition of a bargaining unit for employes of Dow Jones & Co. have been concluded, and the case goes to Washington for decision by the full five-man board.

The hearing was to determine whether the petition of the Guild, for a single bargaining unit comprising about 250 company employes at Chicopee Falls, Mass. is an appropriate one. Joined to that petition for hearing purposes is another filed later by the independent Association of Publishers Employes, Inc., which seeks to have about 1,300 employes of the company, located in a dozen areas across the country, designated as a single unit for bargaining purposes.

Management testimony has run to great length, seeking to justify designation of an unusually large number of jobs as supervisory. This process would remove the job holders from the bargaining unit. In some areas the ratio of management's claims equals one supervisor to each five or six employes.

The position of the Guild is that bargaining history in the firm clearly shows a pattern of area organization, which the Guild itself has followed in the successful campaign for signing members at Chicopee Falls, a segment of Dow Jones personnel which has been wholly neglected by IAPE.

IAPE now holds bargaining rights in several cities in which the company operates, while the Chicago Guild is bargaining agent for a part of the company's Chicago staff.

The company publishes the Wall Street Journal, the National Observer and Barron's Weekly.

The Guild organization campaign is being directed by Anthony Stella, a New York Guild local representative, aided by international representatives in major cities where Dow Jones operates.

Good standing membership in the Guild as of April 1 totalled 31,230, a figure 49 above the standing of a year previous, and an all-time high for the date.

Six locals attained new high levels in the membership listings as reported to ANG headquarters.

They are Brockton, Rochester; Buffalo, for a third consecutive month; San Diego, for the fourth consecutive monthly gain; San Jose, establishing a five-month record of gains; Hawaii, for the ninth consecutive month, and Puerto Rico, which appears in the roster for the first time since its recent chartering.

Twenty-seven locals reported 100 percent good standing.

7 NY Units Ratify $200 Wage Drive

New York City—Guild leadership here has proposed and seven major daily newspaper units have accepted a program embodying the "$200 a week—Now!" objective of the ANG as a basis for collective bargaining next fall, when Guild contracts are to be negotiated.

The "highlight" program was drafted by local and unit leaders in order to emphasize the major aims to be achieved in this year's bargaining. Coupled to the recommended list is the continuance of the New York Guild's declared policy of no contract—no work.

Contracts at the seven city dailies expire next October 31, and negotiations will be under way in early September.

The "must" items in the New York program:

Full Guild Shop, without qualification.

Coverage of all employes in all Guild departments.

Minimum weekly pay for top experienced classifications, $200; minimum for Group II classifications, $100; relative rates for other job classifications.

Ten percent general increase.

Night or lobster shift differential, one hour's pay per shift.

Thirty-hour week, six-hour day, with cash-and-half paid for overtime.

Blue Cross and in-hospital surgical coverage, paid by publishers.

Reverse seniority, in discharges to reduce the force.

One year contract duration.

The outline proposals were left expressed in general terms, to allow for the addition of issues applicable to each shop. Attending the sessions at which the program was prepared were members of the Executive Board's collective bargaining committee and negotiating committees for each of the affected units.

$4,400 Severance Pay Claim Against Lima News Upheld

Lima, Ohio—The Ohio Supreme Court has refused to review on appeal a case brought to it by the Lima News, involving the payment of $4,400 in severance to Guildsman Robert F. Moffat, a Lima News employe at the time R. C. Hoiles bought the daily and dissolved the corporation with which the Lima Guild held a contract.

The refusal allows to stand a decision of the Court of Common Pleas that the News is liable to the claim, on which penalties of 6 percent interest, compounded annually, are running.

Moffat's case was one of two test suits brought against the Hoiles chain paper, the other involving a union printer, based on his claim that when the Guild struck the paper, he was locked out. The second suit has also been upheld by negative action of the high court.

El Mundo Commercial Elections Set For June 27

(Continued from Page 1)

rules; arbitration of dismissals and of disputes over conditions not covered in the contract; sick leave, half-pay maternity leave, automatic unpaid leave for Guild or military service and several other issues.

Unresolved issues include wages, Guild Shop, maintenance of membership, checkoff and work week.

The Guild has withdrawn an unfair labor practice charge against El Imparcial in the firing of Cuebas Arbona, after he had been warned to "lay off" the Guild, because the regional NLRB office indicated the case would be dismissed for lack of evidence.

'Massive Retaliation' Brings Detroit Charges

(Continued from Page 1)

The city publishers association is involved, by reference, in the charges, which aver that "by agreement" the two competing dailies treated a strike against one as a strike against both, the "massive retaliation" pattern familiar in Cleveland, Boston and New York City.

In New York a trial examiner for the Labor Board found that a similar suspension there was illegal, in that it infringes on the rights of unions and of "neutrals," through the exercise of "unreasonable force." The finding has been appealed to the five-member Labor Board in Washington, and a publishers' brief has been submitted.

The New York finding was followed here by the NLRB regional director, Thomas Roumell, during the final days of the work stoppage, in his warning to the newspaper managements that there "appeared to be" a violation of labor law in the Detroit suspension agreement.

Detroit, Mich.—Contributions received by the Newspaper Guild of Detroit during the recent lockout, as of June 1, 1962, are reported by Donald F. Schram, local president. These are in addition to contributions totaling $1,040.00 listed in the Guild Reporter, May 11.

The gifts:

Wire Service, Boston AP	$
Terre Haute	
Hampton Roads	
Cleveland	
Massillon	
San Francisco-Oakland	
Bay City	
Vancouver	
New York	
Pueblo	
Don Beck	
Anonymous	
Total	$1,[illegible]
Previous Donations	1,[illegible]
Grand Total	$2,[illegible]

Increases, Up To $10.50, Won In East St. Louis Agreement

East St. Louis, Ill.—Scales are increased a total of $3.41 to $10.50 in a two-year contract negotiated by the St. Louis Newspaper Guild and the East St. Louis Evening and Sunday Journal.

The agreement provides increases of $1.79 to $5.50 the first year, $1.62 to $5 the second.

Reporters go up $5.50 to $151.50, then $5 to $156.50; society reporters advance $4.40 to $121.20, then $4, to $125.20; library clerks up $3.58, to $98.48, then $3.25 to $101.73.

Other improvements:

Assignments — Add company agrees to regular assignment of employes, though employe may be assigned to take not ordinarily expected when pressing circumstances require. Guild agrees lines drawn between jobs less rigid on small paper.

Job security—Contract already provided for layoffs. Add that necessity for such is not arbitrable but charge of discrimination or violation of seniority rights are arbitrable. Add that those laid off get severance pay. Add that layoffs are not interruption of continuous service if rehired.

Outside activity—Drop requirement to offer work first to Journal and right of editor to veto sale of employe's product. Provide recognition of right to work for others provided not competition, does not prejudice effectiveness or Journal's integrity.

Photographers—They have been required to provide cameras. This is put in contract, but add that normal repairs to be paid by employer.

Grievances—Drop matters "affecting relations of Company with employes" from grievance and arbitration provisions.

Renewal — Add contract remains in force during negotiations.

The contract term is April 25, 1962 to April 25, 1964.

CONTRACTS

Severance Pay Upped In Great Falls Pact

Great Falls, Mont.—Reporter and ad salesmen's minimums are increased $2.00 to $131.40 the first year, and to $134.20, the second in the new contract negotiated by the Great Falls Guild with the Tribune, Leader and Montana Stockman.

The two-year pact became effective December 1, last.

Stenographers are up $1.64 to $76.79 the first, then $1.64 to $78.43 the second.

Minimums are increased $1.14 to $2.80 the first year, zero to $2.80 the second.

Other improvements include: upping severance pay ceiling to 38 weeks; reducing grievance time limit at two steps.

$4 Across The Board Each Year For Atlantis

New York City—A new two-year pact with Atlantis, Greek language daily, effective April 1, 1962, contains an increase applied to minimums of $4 across the board, in each year.

This brings the top group, re-write men, to $118 the first year, the typist clerk group to $72.

Job security clause language reading "just and sufficient cause" has been changed to "proven dishonesty, gross neglect of duty or gross misconduct."

Additional language provides that in the event of a merger, consolidation or suspension, employes get, in addition to other payments, 10 days pay.

Scholastic Magazines Contract Improved

New York City—The new two-year agreement, effective February 16, between the New York Guild and Scholastic Magazines, Inc., provides for a general increase of 3½ percent.

Minimums, however, go up $4 to $9.50. Editors are up $9.50 to $170, associate editors $8.25 to $164; writer, assistant editor, $6 to $135.

Other improvements: Holidays—now have nine stated. Was six; welfare — insurance of $2,500 goes into effect after three months employment. Was one year; language added to spell out company contributions for hospital and surgical.

Pension Negotiated With Tacoma Paper

Tacoma, Wash.—Established in lieu of a mid-term wage increase in the contract between the Seattle-Tacoma Guild and the Tacoma News-Tribune, dated October 1, 1960, the newly-negotiated pension plan incorporates severance pay.

The plan provides normal benefits of 1 percent of the final 10-year monthly average pay times the years of service to a maximum of 30, per month. Its vesting: 25 percent of total earned after 10 years, increasing to 100 percent after 25 years, but is 100 percent after age 55 and 10 years.

The plan was negotiated by the Seattle-Tacoma local and Joseph Daoust, ANG pension consultant.

A 3 percent general increase has been negotiated by the Washington Guild with the AFL-CIO in the contract covering public relations and publications and COPE.

Minimums go up $5.50 for editorial and public relations and director of research for COPE to $191. The assistant director goes up $4.50 to $149.50.

The contract provides for a fourth week of vacation after 18 years. It was after 20.

The agreement became effective January 1.

Toronto Agreement Covers Promotion

Toronto, Ont.—An initial contract covering 22 in the promotion department of the Toronto Telegram, following voluntary recognition, has been negotiated with the newspaper by the Toronto Guild.

It follows the main contract between the Guild and the Telegram closely, virtually all changes being those applicable to the new group.

Effective April 1, 1962, the agreement runs to March 31, 1964.

Top minimums include: Promotion representative and artist, $120 after five years; promotion clerk and intermediate clerk, $79.35 after three years; telephone clerk, junior clerk and typist, $66.34 after three years; messenger and office girl, $54.89 after one year.

Negotiate Pension Plan With NEA

Cleveland, Ohio — A pension plan, tied to the contract, has been negotiated by the Cleveland Guild with Newspaper Enterprise Association, Inc.

It provides normal benefits of 2.2 percent of average weekly pay for the employe's best 10 years times years of service to a maximum of 30. (This is equal to .5 percent of monthly pay.)

Negotiations were handled by the local and Joseph Daoust, ANG pension consultant.

Gains Up To $9.50 Won In Garden Grove Pact

Garden Grove, Calif. — Total increases ranging from $4.50 to $9.50 over a two-year span are embodied in the new agreement between the Los Angeles Newspaper Guild and the Garden Grove Daily News.

The wage provisions call for three-step-increase: $1.50 to $2.50 as of October 1, 1961; $1 to $3.25 on July 1, 1962; and $2 to $4 on January 1, 1963. The contract runs until October 30, 1963.

Reporters go up $2.50, $3 and $4. to $129, $132, $136. District managers $2.25, $3.25, $3, to $118 at end.

The pact also adds a clause providing 12 hours between shifts, or 8 hours if overtime worked on the preceding shift; cuts from five to four years the period after which a third week of vacation may be taken; ups severance pay ceiling by four weeks to 24; simplifies language on outside activities.

A new clause dealing with struck work provides that the publisher won't require handling of work to or from other employer of Guild members where strike, authorized by the ANG, is being prosecuted by picketing. It does not apply to work customarily or normally done for other employer nor to matter from wire service or syndicate. It does not require cessation of business with other employer. The Guild is to give 48 hours' notice.

$16 to $27 Stepup Hikes In Richmond Contract

Richmond, Va. — Stepup increases of from $16 to $27 are provided in the new contract between the Richmond Guild and the Times Dispatch & News

There is no general increase, but minimums are increased on the top figure from $3 for the reporter group and the society group to $6 for copyboys.

Reporter, etc., top goes to $131, but anyone on the minimum gets an additional $1, those above the minimums may or may not get added increase, but company agrees to spend immediately an amount equal to $4 per employe for those above top.

The two-year pact, effective June 1, also contains improvements in the preamble and in the hours, job security and miscellaneous clauses.

Stockton Dist. Mgrs. Advance to $145

Stockton, Calif. — Circulation district managers go up $4.50 to $145, the first year, and assistant district managers $13.50 to $126, as a result of the contract settlement negotiated by the Stockton Guild with the Stockton Record.



Finale: Merton Doyle, left, of Portland, Maine, president of the New England District Council, chats with Stephen Ripley, executive secretary of the ANG Contracts Committee, and Ellis T. Baker, ANG director of research and information, at the regional weekend institute in Boston. The seminar, conducted by Baker, with Ripley as a speaker, dealt with collective bargaining problems and procedures. It was the final one of the year.

Both of these categories move up $3 in the second year.

The pact became effective April 1.

Maximums generally are raised by $1.50 to $4 the first year, $1.50 to $3 the second. Reporters, ad salesmen, etc., are upped $4 to $158.50. All these jobs go up $3 the second year.

The top job—that of city editor—is hiked $4 to $184.

Provisions for Peace Corps leave and near Model Contract jurisdictional language are also incorporated.

Massillon Reporter Minimum To $115.06

Massillon, Ohio — Effective June 4, a new one-year Massillon Guild-Evening Independent agreement provides for a general increase, fully applied to the minimums, of $1.10 to $2, with all top minimums going up $2.

This brings reporter, ad sales group to $115.06, society writers and clerks to $67.38, circulation solicitors to $93.42, society editor to $83.30. The starting reporter minimum goes up $1.10 to $64.04.

Improvements Made In Providence Contract

Providence, R. I. — Improvements in the clauses relating to wages, union security, hours and overtime, holidays, vacations, welfare, part-time and temporary employes, expenses, severance pay and discrimination are embodied in the new pact between the Providence Guild and the Journal & Bulletin.

The agreement runs from January 1, 1962 to December 31, 1963.

The pact provides for general increase of $2 to $3.50 the first year, $2.50 to $3.50 the second. For most groups, it means $3.50 the first year, $3 the second.

With minor technical exceptions, the foregoing increases are added to the minimums.

Section editors go up $3.50 to $148.50. Other position minimums are increased by similar amounts.

Minimums generally are increased from $2 to $3.50 in the first year, although some range as high as $13.50. Exceptions to the $3 second-year pattern: the editorial assistant group, up $3.50, and copyboys up $2.50.

Minimums Are Hiked $2.40-$4 At Waltham

Waltham, Mass.—A new two-year pact has been negotiated by the Boston Newspaper Guild with the Waltham News-Tribune which hikes the minimums $2.40 to $4 in each year.

Clauses improved include, also, night differential, hours, holidays, sick leave, severance pay, expenses, union security and pension.

The pact became effective January 12.

Specialty Salesman Gets $152.65 At Sheboygan

Sheboygan, Wis.—Increases for specialty, promotion and good-will salesmen, of $3.40 both years, bringing them to $152.65 and then to $156.05 highlight the new Sheboygan Guild-Press two-year agreement, which became effective February 1.

Minimums are increased $2 to $5 the first year, $2 to $4 the second. Society reporters and head librarian move up $5 and $4 to $78.80 then $82.80, for society, to $79.40 then $83.40 for head librarian.

Reporter top goes up $2.80 each year to $125.30, then $128.10, the same for display ad, classified ad, photographers and sports editors .

Vancouver Groups Win $9.75 In Two Steps

Vancouver, B. C.—Reporters, retail and general salesmen and circulation district advisors receive general increases totaling $9.75 during the term of the contract as a result of a settlement by the Vancouver-New Westminster Guild and the Sun & Province.

These raises are in two steps: $5.25 as of April 1, 1962, and $4.50 on July 1, 1963.

General increases in wages for the 27 months of the contract—April 1, 1962 to June 30, 1964—range from totals of $3.38 for those in the $40.00 to $59.99 bracket to $5.61 for those in the $160.00 to $179.99 category. The dates for these raises, too, are April 1, 1962 and July 1, 1963.

Other improvements: Hours—As of April 1, 1964, the night shifts will consist of 7¼ hours within 8¼ hours. All others have 7½ within 8½ now; jurisdiction — Added is virtually model language plus a specific clause giving the Guild jurisdiction over new or additional work resulting from new equipment or processes designed as substitute for or evolution of present Guild work; information—added is a provision for information on all salary changes; and complete payroll data 150 days prior to expiration.

HOW TO BUY:

Special July Sales Can Cut Costs 10 To 20%

By SIDNEY MARGOLIUS
Guild Reporter
Consumer Expert

July is one of the best months for shopping, with more special sales and clearances than any other month except January.

A family that plans its buying to take advantage of annual sales, and also features in its meals those foods most abundant and reasonable each month, can save an estimated 10 to 20 percent on family needs, and sometimes more.

Among the opportunities to buy clothing at reduced prices in July are the semi-annual shoe sales; clearances of summer dresses and active sportswear; sales of men's summer suits, shirts and other furnishings, and the hosiery sales, which can help you anticipate autumn needs.

In household appliances, you'll find clearances of washing machines and refrigerators. Another improved value is water heaters. Prices of the glass-lined type have been reduced steadily in recent years. Refrigerator prices, which already have dropped a solid 40 percent in the past ten years, have been trimmed an additional $10 to $30 in summer sales.

Appliances and clothing are the items we can say are really reasonable in this period of otherwise high living costs. Not only have retailers shortened their markup on appliances, but this is one of the few groups of products on which manufacturers are actually passing on to the public some of the cost saving benefits of automation. In contrast, car manufacturers have maintained their prices, and new cars cost 37 percent more than in the 1947-49 base period.

Used cars have been relatively scarce this year while demand has been high. Their prices have gone up quite sharply this spring. If you're shopping for a new car, you can expect a favorable trade-in on your old one. So this summer is a good time to trade. If you're seeking a used car, some better values may be available after July 4 when used-car prices normally drop.

The Housing Situation: Prices of new houses remain firm but those on older homes are a little lower this year, the National Association of Real Estate Boards reports. What's especially encouraging to homeseekers is that the reductions on existing houses are occurring on homes built after 1950, as well as on the very old ones, and on homes in the $12,000 to $20,000 bracket even more than on expensive houses.

Behind the firm prices of new houses is an increasing seller's market in land. Housing sites are becoming scarcer and costlier. Already land costs for one-family FHA homes have risen from an average of $761 in 1946 to over $2,500 in 1961. The United States Savings & Loan League estimates that the relationship of the cost of the site to the total value of the house rose from 11½ percent to over 17 in that period. The increase in the cost of a lot has been more than double that of other housing components, and is the real reason for the present high prices of new homes, rather than the gain in construction costs, the savings and loan experts report.

Of particular help to young families and older couples, who often seek apartments rather than individual homes, is that apartments make up a greater proportion of new housing starts this year.

Men's Summer Suits: Modern fiber blends have helped improve the crease-resistance and durability of summer suits and slacks, and also have helped keep down their prices. But you need to know which blends are most suitable for your needs.

For a suit you will wear every day, a blend of wool worsted and polyester fiber such as Dacron, Fortrel or Kodel, will take hard wear. A standard blend is 55 percent polyester and 45 percent worsted. Such suits are available in current sales for $45-$60. More expensive suits often have a percentage of mohair blended with polyester and worsted.

But for a suit or slacks you wear only occasionally for dress-up, the lower-price blend of polyester with rayon is satisfactory.

You will also find many slacks and sports shirts made partly or wholly of Arnel. This is a triacetate fiber, a first cousin to acetate and second cousin to rayon. It makes a softer-feeling fabric than synthetics like polyester, and usually is more wrinkle-resistant than acetate and rayon, but is not quite as durable or wrinkle-resistant as the polyesters like Dacron.

Clothing specialists in the Agricultural Research Service recommend that for a washable summer suit you look for a smooth-weave material that will resist soil. The Government experts also advise making sure the suit is neatly finished both inside and out.

Food Buying Calendar: Pork and lamb especially are expensive in mid-summer. Beef is relatively reasonable if you pick the right cuts. Marketing officials point out that steaks usually rise in price in early summer because of the demand for quicker cooking and outdoor grilling, but because the demand for roasts is lower at this time, their prices often drop.

The real dinner buy this July is turkey, with production the second highest on record, plus huge supplies in storage almost twice as big as a year ago.

Frozen orange juice concentrate is especially cheap this summer and will give you an opportunity to prepare much more nutritious cold drinks at home than the canned "fruit" punches families now are buying heavily. If you read the list of ingredients in canned punches, you will observe that "water" is usually listed first, meaning, it is the single most important ingredient.

SOUP TO NONSENSE

No! (I Mean Yes)

By JANE GOODSELL, *Portland, Ore., Guild*

Statements you'd better contradict no matter how heartily you agree with them:

"We've had a lovely time, but I'm afraid we've stayed much too long."

"I feel terrible about Johnny spilling ice cream on your new dress. You must send us the cleaning bill for it."

"I'm afraid I'm not very good at telling jokes."

"You must be furious at me for being so late."

"It was so nice of you to put me up, and give me your bed. It must have been awfully uncomfortable for you, sleeping on the davenport."

"I ought to take off at least five pounds."

"Goodness, I'm not company! Do let me help you with the dishes."

"I'll bet you're mad at me for not returning your ladder right away as I promised."

"I'm afraid I'm not much of a cook."

"That swan dive of mine wasn't much good, was it?"

"I'm getting too old to wear a two-piece bathing suit."

"I hope you'll excuse the way the house looks. It's an awful mess."

"I'm afraid we've spoiled our children."

"I know I'm not handsome, but . . ."

"I'm afraid my telephone woke you up."

"That's the first time in my life that I ever sank a 30-foot putt. But of course it was just luck."

29 Locals Participating In Guild Insurance Plan

The Guild's group life insurance program, which now covers more than 5,000 Guild members in 29 participating locals, has completed its fiscal year with a balance available for refund totalling $15,477, according to a report to the International Executive Board by Secretary-Treasurer Charles A. Perlik, Jr.

The amount permits payment of an indebtedness to the ANG general fund of $2,354.14, completing repayment of the $10,000 originally advanced to establish the program. It also permits prepaying a part of the new year's premiums, compensating for the difference between the actuarial rates called for by the age level of the group covered, and the lower premiums actually charged. This year's prepayment is $2,125.98.

To reduce the future need for such pre-payments, Perlik recommended, and the IEB approved, that a two-cent increase in premiums be instituted effective with payments covering May. The new rates will be 58 cents for Canadian members, 72 cents for U. S. participants.

Another recommendation which the board approved set up a reserve fund of $2,500 to cover future operations.

The moves left a balance of $8,430.33 for distribution to the treasuries of the participating locals, the first time that experience rating of the fund has resulted in a cash refund. Amounts range from $3,052.01 to Toronto and $1,551.94 to Philadelphia down to $2.18 to Greensboro, most recent local to join the program.



The Face of A Union

On the bus, in the ballpark, at the supermarket—there's no special way to tell a union man or woman.

They look, talk, act just about like anyone else. But there is a difference inside. The key words are pride, security and dignity. These are the rewards they've won for years of struggle and dedication.

The ILGWU has 450,000 members—75% of them women. Members are employed in 353 communities in 40 states plus Canada and Puerto Rico.

At the ILGWU's 1962 convention in Atlantic City, the faces are something to see. They are young and old; light and dark. They are the faces of the old-timers who landed here fifty years ago; the ones who forged this union through the rough and tumble decades. They are the faces of the newcomers; the ones who share its benefits as the natural birthright of honest working men and women.

The signature of ILGWU's 450,000 members is the union label you see at the right. It is the signature of men and women who, through their union have achieved fair standards, the dignity of a voice in their own conditions of employment and a position of respect in their communities. Insist on this label when buying women's and girls' apparel.



Symbol of Decency, Fair Labor Standards and the American Way of Life.

Equal Pay For Women And Men A Collective Bargaining Goal

The ending by federal legislation of a "double standard" of pay for men and women doing the same work which is being backed by the AFL-CIO, the IUD and by many international unions has long been a goal of the American Newspaper Guild.

Non-discrimination between the sexes in pay for comparable work is firmly embodied in the Guild's Collective Bargaining Program.

So Guildsmen are watching with interest the progress of an Administration bill introduced by Rep. Herbert Zelenko (Dem., N.Y.) and Rep. Edith Green (Dem., Ore.).

Backers of the measure—H.R. 11677—postponed House action last week in the face of a number of amendments, most of them Republican sponsored.

Meanwhile equal-pay laws are on the books in 22 states and in seven of Canada's provinces.

In a majority of these, the Guild has contracts with newspapers.

The laws vary in coverage from state to state, but the provisions in general apply to any employer, particularly if he hires both male and female employes.

The penalties which employers face for violating these laws also vary from state to state. With the violations usually classed as misdemeanors, the penalties range from fines of $50 to $500, or imprisonment for as much as six months, or both, for each offense.

Language of the clauses on the prohibition of wage differential based on sex varies likewise, from state to state. These prohibitions include:

California—Prohibits payment to any female of wage rates less than the rates paid to male employes in the same establishment for the same quantity and quality of the same classification of work. Variations in rates of pay are not prohibited when based on a difference in seniority, length of service, ability, skill, duties or services performed (whether regularly or occasionally), shift or time of day worked, hours of work, restrictions on lifting or moving heavy objects, or other reasonable differentiation factors other than sex when exercised in good faith.

California cities in which the Guild has newspaper contracts: Bakersfield, Los Angeles, San Francisco, Oakland, Sacramento, San Diego, San Jose, Stockton, San Mateo, Richmond, Santa Rosa, Vallejo, Huntington Park, San Pedro, Garden Grove, Napa, Hollywood and Long Beach.

Colorado — Prohibits discrimination in wage or salary rate solely on account of sex.

The Guild has newspaper contracts in Denver and Pueblo.

Connecticut — Prohibits discrimination by an employer in amount of compensation paid to any employe solely on the basis of sex. Wage variations based on employment practices recognizing length of service or merit rating as factor in determining rates are not prohibited.

The Guild has a newspaper contract at Bridgeport.

Hawaii — Prohibits discrimination in payment of wages as between persons of different races, or religions or as between sexes; rates paid less than rates paid to

The Publisher shall hire employes without regard to age, sex, race, creed, color or national origin.
—American Newspaper Guild Model Contract

or payment to any female at wage lowest paid male employe in same establishment for same quantity and quality of same classification of work. Wage variations are not prohibited where they are based on difference in seniority, length of service, substantial difference in duties or services performed, differences in shift or time of day worked or hours of work.

Hawaiian cities in which the Guild has newspaper contracts are Honolulu and Hilo.

Illinois—Prohibits payment by any employer to any female engaged in manufacture of wage not equal to that paid to males employed in such manufacture. Wage variations are not prohibited where based on difference in seniority, experience, training, skill or ability, duties or services performed (whether regularly or occasionally), availability for other operations, or other reasonable classification except differences in sex. Wage differentials based on sex are not prohibited where authorized by contract between employer and recognized bargaining agent.

The Guild has newspaper contracts in Chicago, Waukegan, Elgin, Joliet, East St. Louis, Rockford and Peoria.

Maine—Prohibits employment of any female in any occupation for salary or wage rate less than those paid by the same employer to male employes for equal work. Wage variations are not prohibited where based upon a difference in seniority, experience, training, skill, ability, or difference in duties performed (either regularly or occasionally), or difference in the shift or time of day worked, or difference in availability for other operation, or other reasonable differentiation.

The Guild has newspaper contracts in Portland.

Massachusetts — Prohibits discrimination by an employer in any way, in the payment of wages as between the sexes, or payment to any female of salary or wage rates less than those paid to male employes for work of like or comparable character, or work on like or comparable operations. Variations in rates of pay are not prohibited when based upon a difference in seniority.

Cities in which the Guild has newspaper contracts: Boston, Lynn, Malden, Medford, Waltham, Haverhill and Salem.

Michigan—Prohibits discrimination by any employer, employing both males and females, in any way in the payment of wages as between sexes who are similarly employed; prohibits assignment to any female of any task disproportionate to her strength and her employment in any place detrimental to her morals, her health or her potential capacity for motherhood. Any difference in wage rates based upon a factor other than sex does not violate the Act.

The Guild has newspaper contracts in Detroit, Battle Creek, Bay City, Muskegon and Lansing.

Montana — Prohibits employment of any woman or women in any occupation or calling for salary, wages, or compensation less than that paid to men for equivalent service or for the same amount or class of work or labor in the same industry, school, establishment, office, or place of any kind or description.

The Guild has a contract at Great Falls.

New Hampshire—Prohibits discrimination by an employer in the payment to any female employe, salary or wage rates less than rates paid to male employes for equal work or work on the same operations. Variations in rates of pay are not prohibited where based on a difference in seniority, experience, training, skill, ability, duties or services performed (either regularly or occasionally); or in shift or time of day worked; or availability for other operations; or any other reasonable differentiation except difference in sex. Variations in rates between the sexes are not prohibited where provided by collective bargaining agreement, or if there is no recognized bargaining unit, by written agreement between the employer and not less than five of his employes.

The Guild has a contract at Manchester.

New Jersey — Prohibits discrimination by an employer in any way in the rate or method of payment of wages to any employe because of his or her sex. A differential in pay between employes based on a reasonable factor or factors other than sex does not constitute discrimination.

New Jersey cities in which the Guild has contracts: Elizabeth, Jersey City, Perth Amboy, New Brunswick, Plainfield and Paterson.

New York — Provides that no employe shall, because of sex, be subjected to any discrimination in the rate of his or her pay. Variations in pay based on "a factor or factors other than sex," are not prohibited.

The Guild has contracts in New York City, Long Island, Albany, Buffalo, Rochester, Utica, Niagara Falls, Kingston, Newburgh, Beacon and Tonawanda.

Ohio—Prohibits discrimination between sexes in payment of wages, salaries or other compensation in any occupation where male and females regularly perform identical work. Prohibits discrimination against employe because of making complaint, instituting proceeding or testifying therein.

The Guild has newspaper contracts in Cleveland, Akron, Toledo, Columbus, Cincinnati, Youngstown, Massillon and Lima.

Oregon — Prohibits discrimination by employer in payment of wages as between sexes or payment of wages to any employe at rate less than that paid to employes of opposite sex for work of comparable character, the performance of which requires comparable skills. Permits variation in rates based on seniority or merit system which does not discriminate on basis of sex, or based in good faith on factors other than sex. Prohibits discrimination in wage payment because employe has filed a complaint, testified, is about to testify, or because employer believes he may testify in any investigation or proceeding under the Act.

The Guild has newspaper contracts in Portland and Eugene.

Pennsylvania — Prohibits discrimination in any place of employment between employes on the basis of sex by paying wages to any employe at a rate less than the rate paid to employes of the opposite sex for work under comparable conditions on jobs requiring comparable skills, except where such payment is made pursuant to a seniority, training or merit increase system which does not discriminate on sex.

Pennsylvania cities in which the Guild has newspaper contracts: Philadelphia, Pittsburgh, Wilkes-Barre, Erie, Harrisburg, York, Allentown, Chester and Hazleton.

Rhode Island — Prohibits discrimination by an employer in the payment of wages as between the sexes or payment to any female of rates less than the rates paid to males for equal work or work on the same operations. Variations in rates or pay are not prohibited where based on difference in duties and services performed (either regularly or occasionally), shift or time of day worked, availability for other operations, or any other reasonable differentiation except difference in sex. Wage differentials based on sex are not prohibited where provided by a contract between an employer and a recognized bargaining agent.

The Guild has newspaper contracts in these cities: Providence, Woonsocket, Pawtucket.

Washington — Prohibits discrimination by any employe in any way in the payment of wages as between the sexes, or payment to any female of a wage less than is being paid to males similarly employed, or in any employment formerly performed by males. Variations in wages are not prohibited where based in good faith on factors other than sex.

The Guild has newspaper contracts in Seattle and Tacoma.

In Canada equal pay for equal work laws are in force in Ontario, Saskatchewan, British Columbia, Alberta, Manitoba, Nova Scotia and Prince Edward Island.

The Guild has contracts with newspapers in these Canadian cities: Toronto, Vancouver, Ottawa, Montreal, Victoria, Brantford and New Westminster.

Local Copy

A PAGE FOR OFFICERS AND STEWARDS

Battle of the Sexes

Percent excess of men's earnings over women's in establishments employing both men and women in the same job, 1958-1959.

	Equal Pay Law (12 areas)	No Equal Pay Law (8 areas)	Total
	10% Excess	13½ Excess	11% Excess
Manufacturing	10 "	12 "	11 "
Office	11 "	14 "	12 "
Plant	11 "	14 "	12 "
Nonmanufacturing	11 "	14 "	12 "
Office	11 "	14 "	12 "
Plant	10 "	12 "	11 "

SOURCE: U. S. Department of Labor, Bulletin No. 1240-22, "Wages and Related Benefits," 20 Labor Markets, 1958-59, tables 5 and 6, pp. 39-44.

The foregoing tabulation, prepared by the AFL-CIO's Research Department shows two things, AFL-CIO Secretary-Treasurer William F. Schnitzler told a House Labor subcommittee: (1) At least some of the difference in men's and women's earnings is caused by unequal pay practices and (2) that passing an equal pay law helps to correct these unequal practices.

Ban Lie Detector Use To Test Union Views

A lie detector may have its place in criminal proceedings, but it is a violation of the law for an employer to use it on prospective employes to combat labor unions.

Such is, in essence, the finding of Arthur Leff, NLRB examiner, in an unfair labor case brought by the Retail Clerks Union against the Seven-Eleven grocery chain, specifically the Southland Corp., which operates 65 Seven-Eleven stores in the Washington area.

The first procedure, which the examiner found illegal and which he recommended the full National Labor Relations Board order the company to refrain from, involved "an examination conducted in a small room" with only the lie detector operator and the person examined present.

Says the NLRB aid:

"A separate standard questionnaire was used for the pre-employment screening. . . .

"Those in (that) category were questioned as to their permanency intentions, their accident records, their indebtedness, their drinking, their use of narcotics, their previous record of dismissals for misconduct, arrests, stealing from prior employers, their history of mental illness, whether they had ever engaged in homosexual practices" and, in addition, were asked the following two questions pertaining to union activity:

"Have you ever been active in any type of employe union?

"Do you intend to engage in union activities if employed by Seven-Eleven?"

"The inherently coercive character of the interrogation," declares Leff, "appears plain enough.

"The union questions asked . . . were set in a context of other questions which were obviously designed to uncover traits, tendencies and attitudes that would render an applicant unfit for employment in the judgment" of the company.

"The very fact" that the firm thought it necessary to hold such pre-hire lie detector sessions, "could only serve to impress on the applicant the gravity and the aversion with which the company "viewed union organization by those in its employ. . ."

"It is small wonder under these circumstances that all applicants to a man disclaimed any intent to engage in union activities if employed."

"The attendant circumstances," the examiner points out, "were clearly such as expectably to exact from jobseekers what was in effect a promise not to engage in union activities if employed by the Respondent, and to rivet their attention on the adverse consequences that might flow from breach of that promise."

Southland committed an unfair labor practice, also, by firing Raymond Boyd, Seven-Eleven employe, after he had joined the union, Leff ruled. He recommended that Boyd, who was fired in November, 1961, be reinstated with back pay.

EDITORIAL

Irresponsible?

Editor & Publisher accuses the American Newspaper Guild of a "lack of responsibility" in striking the Milwaukee Sentinel. An unfailing defender of publishers who shut down the entire press of a city in "massive retaliation," E&P thinks Guildsmen irresponsible when they shut down one paper.

E&P contrasts this "irresponsibility" with the attitude of the Wire Service Guild in cooperating with AP and UPI in substituting machines for men in stock market tabulations.

Milwaukee Guildsmen, of course, are not striking over anything analogous to automation in the wire services. But a comparison between Milwaukee Sentinel employes and wire service Guildsmen in Milwaukee suggests that E&P might do well to consider responsibility as a two-way street.

Among the strike issues are wages. Top reporter minimum at the Sentinel is $141.10. Milwaukee AP Guildsmen get $154.50; UPI men get $154.

Milwaukee Guildsmen are also striking for pensions, now nonexistent at the Sentinel. Both wire services contribute to their employes' pension fund.

Sentinel Guildsmen ask four weeks' vacation after 20 years of employment, the present maximum being three weeks. Wire Service Guildsmen get four weeks after 10 years.

The Milwaukee strikers want their current night differential of $2.50 increased to $4. Their AP colleagues get $7, and UPI newsmen receive $7.70.

The Guild asks the Sentinel to pay $2.50 more per member per month for hospitalization and surgical insurance. Contrasted with the Sentinel's present payment of $5.79 are the AP and UPI payments of up to $9 per employe.

Sentinel Guildsmen are striking to raise their families' living standards to a level of comfortable existence.

They seek to elevate Milwaukee newspaper wages to a point that may stanch the flow of top-flight newspapermen to more lucrative pursuits.

In backing their demands with strike action, Milwaukee Guild members are fighting the battle of newspaper employes everywhere.

There can be no higher responsibility.

E&P bolstered its editorial position with a one-sided news story based on highly inaccurate statements by Milwaukee management. Perhaps E&P's own responsibility in such matters could benefit from a little self-examination.

A National Problem

American boys and girls, whether attending school and college in Mississippi or New Jersey, will have a chance to vote in selecting our nation's leaders. They will be called upon to serve in the armed forces. They will work and earn a living or be unemployed and become a problem for the entire community. And they will probably not spend their entire lifetime in the state in which they are born. America's population is mobile—a large part of New Jersey's tremendous population growth between 1950 and 1960 came here from other states. Clearly, when a poor section of the nation cannot afford to educate its citizens properly, it becomes a national problem.

—U. S. Senator Clifford P. Case, (R., N. J.)

The Guild Reporter

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1126 Sixteenth St., N.W., Washington 6, D.C.

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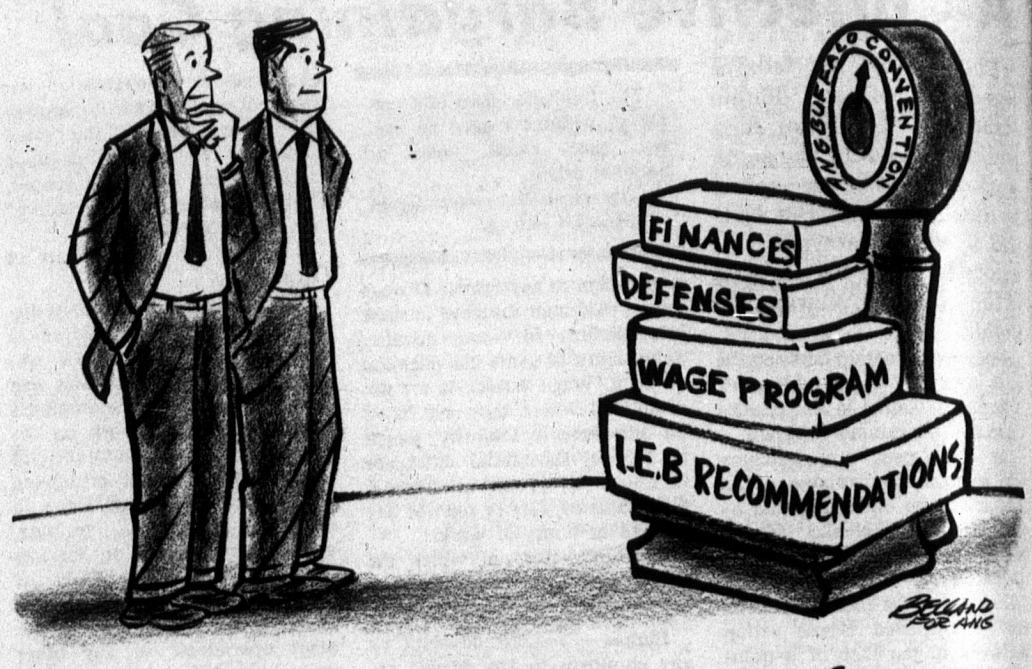
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Weighing The Issues



'Fair Share' Voting Reform Shows Undeliberate Speed

By PRESS ASSOCIATES

Willard Shelton's "Dateline: Washington" column will be resumed in this space when he returns from his vacation.—Ed.

The long road toward a "fair share" vote for our urban citizens is being traveled at a far more rapid pace than most observers had thought possible.

It was on March 26 of this year that the United States Supreme Court handed down its epochal decision in the Tennessee case, which placed our judicial system squarely in the dispute to secure for city voters guarantees for equal protection of the laws, as provided by the 14th Amendment to the Constitution.

It was generally believed that the courts would take their own sweet time in enforcing steps that must be taken by state legislatures to assure this. Many compared it with the High Court's "all deliberate speed" ruling in the famed school desegregation case.

On the urban vs. rural vote issue, an almost immediate impact has been felt in ten states and action is expected in many more. It is the beginning of a political revolution.

An unusual example is Georgia. There was no need of involvement with the legislature: a three judge federal court ruled Georgia's unit vote system as unconstitutional. Use of it was forbidden in the September 12th primary election.

This is expected to lead to a far more liberal state legislature. In addition, it sets up major obstacles against former Gov. Marvin Griffin, a reactionary arch-segregationist, seeking another term as chief executive. It has given his moderate opponent, Carl Sanders, unexpected hope of victory.

Also, Rep. James C. Davis of Atlanta, an ultra conservative, has held on to his seat for eight terms, although he lost the majority vote in his district frequently. The county unit system put him in. His re-election now appears doubtful.

In New York State, a wild gerrymandering operation led by Gov. Nelson Rockefeller to aid Republicans—largely from rural areas—to gain more seats in Congress and in the State legislature, may be stalled by the High Court ruling.

The Supreme Court held that a lower court must determine whether there was an "arbitrary impairment of votes by means of invidiously discriminatory geographical classification."

In layman's language, this means that the case was being returned to a three-judge District Court to decide whether there has been a violation of the 14th Amendment.

Although Rockefeller had steadfastly refused to call a special session of the legislature to consider reapportionment, as urged by Democrats, he may be forced to do this by the district court.

Michigan is another state where there has been some decisive action. August Scholle, president of the Michigan AFL-CIO, had brought suit charging unfair apportionment of seats. The Michigan Supreme Court turned down his plea, but the United States Supreme Court referred the case back to the state high court for reconsideration in light of Supreme Court's Tennessee ruling.

Maryland, under pressure from Circuit Judge O. Bowie Duckett, has moved. A special session of the state legislature, called by Gov. Millard Tawes, gave 16 additional seats to urban areas for the lower house. The urban areas still have a disproportionate representation and there has been no change in the state senate.

Judge Duckett, however, is snapping at the heels of the state government and further action is expected.

In Alabama, the District Court ruled that if the state legislature did not carry out its first redistricting since 1901 the court, itself, would step in and do the job. A deadline of July 16, 1962, was established.

Tennessee, where the first case broke and opened the hole in the dike of rural domination, also has seen some action, although it remains a question whether it will satisfy the courts.

The legislature gave some additional strength to the urban representation, but an unfair share of the seats is still held by sparsely settled rural districts.

In Kansas and Vermont the courts called for reapportionment. In Idaho the court said that a 1951 redistricting was not clearly violating the principle of equal protection.

This picture indicates that in the above-named states some decisive action has been taken. That so much has been accomplished in such a short period of time is remarkable.

On the other hand, it shows that considerably more time is necessary to initiate action that will satisfy the Supreme Court. The high court has not spelled out what it means by "invidiously discriminatory" district, but the lower courts apparently feel that they now have sufficient guidelines to follow.

After all, on the Congressional District level, when some Congressmen represent 951,527 people (Texas 5th) and other Congressmen represent as few as 177,431 people (Michigan 12th), the contrasts are pretty well defined.

DAY BOOK

LABOR BOARD PROCEEDINGS

Daytona Beach, Fla.: Unfair labor practice charge filed with the National Labor Relations Board by the Guild in the firing by the News-Journal of Wayne A. Chandler, former Guild leader on the newspapers.

San Antonio: Representation petition filed with National Labor Relations Board by the San Antonio Guild seeking bargaining rights for 23 maintenance department employes of the San Antonio Light.

San Juan, Puerto Rico: Two consent elections scheduled for June 27 by the National Labor Relations Board at which El Mundo commercial employes will vote on the Puerto Rico Newspaper Guild as their bargaining agent. One election is for 60 persons; the second is among five telephone operators.

ACTIVITIES

Twenty-Ninth Annual Convention, American Newspaper Guild, Statler Hilton Hotel, Buffalo, N. Y., July 9-13, 1962.

Inter-American Federation of Working Newspapermen's Organizations, Seminar on freedom of information and professional problems, Casa del Periodista, Panama City, Panama, Aug. 9-13.

Inter-American Federation of Working Newspapermen's Organizations, Second Congress, Aug. 17-20, Bogota, Colombia, preceded by two-day meeting of Executive Committee, beginning Aug. 15.