

IN NEGOTIATIONS

NY Guild Presents Its Case

New York City—Although the Guild has completed the presentation of its case to the seven dailies with which it is in negotiations, the pattern of the New York publishers' position has not yet emerged.

Meanwhile, Guild members and the members of nine other newspaper unions are making plans for a mass meeting in Manhattan Center, Sunday, October 14.

This historic membership meeting—first of its kind here and perhaps anywhere—has this objective, according to Guild Executive Vice President Thomas J. Murphy:

To establish unity all the way in the 1962 contract negotiations, to counter the rigid, all-inclusive united front of the publishers against the unions of their employees.

"The Publishers' Association," Murphy charges—and his words are echoed by the leaders of the other unions—"has established a firm, unbreakable united front against all unions in the field of collective bargaining, and we who have discussed unity in the past but have not implemented it in the same way must now present the same kind of a united front against the publishers, in order to establish ourselves as equals at the collective bargaining table."

"The publishers, who got their first lesson in unity from the labor movement, have now surpassed labor in implementing their united front—and we have to reverse that."

Guild negotiators report that at the sessions with management they have patiently explained, clause by clause, what the Guild proposals are and why they should be granted.

New contracts based on the "\$200-a-week-Now!" goal set at last spring's wage conference at Washington have been proposed by the Guild.

Guild contracts at each of the (Continued on Page 3)

Excessive Togetherness Charges Heard In Detroit

Detroit, Mich.—Two Detroit dailies, the Free Press and the News, together with their bargaining agent, the Detroit Newspaper Publishers Association, are defendants in a complaint case being heard by the National Labor Relations Board charging that the papers violated the federal labor law when both publications halted operations when one was struck by a labor union.

Sessions began last week and will continue this week and perhaps next. The Detroit Guild and other newspaper unions charge unfair labor practices by management last April, when the News locked out its employees because of a Teamster union strike at the Free Press, and last May 8-9 when the Free Press locked out its employees in order to assist the News, where a dispute continued with the Paper Handlers union.

The charge cites also that the Free Press had shut its doors last February, in another phase of the dispute with the Paper Handlers.

These actions, says the NLRB complaint, were "the result of an illegal agreement between the newspapers that a strike or dispute involving one newspaper will cause the other to shut down in support of the struck newspaper."

The Guild claim is for back pay of about \$14,000 for 270 employees at the Free Press, part of a claim by all the unions for about \$150,000 for the two days.

On those days, say the unions, all union disputes with the Free Press had been settled, and there were no pickets at the Free Press plant, although Paperhandlers continued to march at the News.

The Detroit ULRB case is the first in which the Guild has been an active participant, in protesting the policy of "massive retaliation" of publishers.

A related case occurred in New York City, when in early 1961 (Continued on Page 2)

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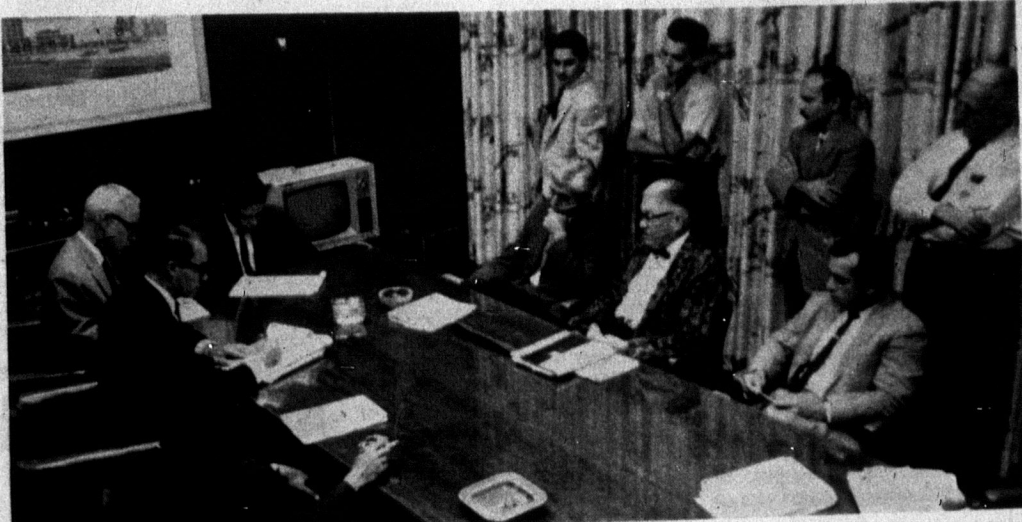
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September 28, 1962

VP Referendum Dates: November 15 Through 20



El-Mundo Bargaining: ANG Executive Vice President William J. Farson joins IR Ed Allen and local negotiators and observers at a crucial session.

Agree On Pact At El Mundo

San Juan, Puerto Rico—Backed by a nearly-unanimous strike sanction vote, the Puerto Rico Newspaper Guild reached a tentative agreement with El Mundo, the island's largest and richest newspaper, when management of the Spanish-language daily agreed to a full union shop and increased payroll costs totaling \$94,500 for 55 employees in its editorial department.

The Guild stipulated it would not sign a contract for the older editorial department unit until

agreement had also been reached on a two-year instrument covering 60 additional employees in the administrative, bookkeeping, circulation, telephone and maintenance departments.

The log jam appeared broken following a 20-hour all-day and all-night session led by ANG International Representative Ed Allen which ended at 6 a.m., September 21. Management negotiators agreed that the Guild Shop and other major provisions would apply to the entire Guild jurisdiction.

For editorial, only, the total money package means \$94,500 for the 55 employees for two years: \$33.03 per week per employee.

This includes \$2 a week in hospital and medical fund payments the first year, another 40c the second year.

First year raises for reporters and photographers range from \$12 to \$19.50 a week; in the second year the increases are in most cases from \$4.40 to \$8.40.

Those earning \$150 and above receive from \$7 to \$12 in the settlement. Librarians and translators get \$12 the first year and \$4.40 the second year. Seven other employees get from \$7 to \$10 the first year and \$4.40 the second year.

Other provisions:

Full Guild Shop: If in arrears, the staffer must pay in 15 days or be discharged without his severance pay.

Checkoff: ANG Model.

Leave: Editorial: five weeks annual leave, which includes vacation, holidays and sick leave. Six days can be carried over to the next year. Sick leave provisions are the first at El Mundo.

Business: A minimum of seven full and 10 half-holidays. There are 19 legal holidays in Puerto Rico.

Hours: 40 in five days; time and one-half after 40 hours, double time after 44 hours.

Severance Pay: One week after six months, two after 18 months, six weeks after four years, plus accrued annual leave. Plus any legally-acquired severance pay, now two to four weeks. One month's notice or pay in event of sale, merger, etc.

Arbitration: All disputes. American Arbitration Association to be used unless parties agree to use Puerto Rican government arbitration.

Seniority rehiring rights for one year, no pay cuts during contract, no dismissals as a result of contract.

Job Security: No dismissals except for just and reasonable cause. In the event of economy dismissals, one year's seniority on rehiring.

The Puerto Rico Guild also has a contract with the English-language San Juan Star.

53 Guild Members Win \$149,903 In Severance

Lima, Ohio—Fifty-three Guild members will collect severance pay claims totaling \$149,903.29 from the Lima News, the result of a court case which for six years has been contested by the daily, a member of Freedom Newspapers, Inc., owned by the eccentric California millionaire, R. C. Hoiles.

The settlement, to which News management agreed last week after appeals through district and state courts had failed; is 20 percent higher than the face amount

of the claims as first filed. The "bonus" represents interest payments ordered by a common pleas court, which two years ago declared that Richard Moffat, a former Lima News reporter, had been dismissed without cause when the former Lima News corporation was dissolved following purchase of the daily by the Hoiles interests.

A test case, the Moffat settlement is applied to all the claimants, who are former employees of the News under Guild contract, which called for severance at the rate of one week's pay for each six months of service with the paper. Moffat had worked at (Continued on Page 3)

All Guild members in good standing as of October 1 will be eligible to vote in a referendum in November to fill the vacancy on the International Executive Board caused by the resignation last month of Joseph F. Collis, of Wilkes-Barre, an ANG vice president at large.

Collis' term runs to October 15, 1963. Nominated to the unexpired term are Marshall W. Schiewe, of Chicago, and Jack F. Weir, of Cleveland. Both have accepted the nomination and indicated their willingness to serve if elected.

The Schiewe nomination has been supported by the executive committees of the Philadelphia and St. Louis Guild locals, bringing to nine the number of such endorsements. No formal "seconds" are required by the ANG constitution, to validate a candidacy.

Ballots are in preparation, carrying the candidates' names in alphabetical order, and the International Election and Referendum Committee named at the Buffalo convention has designated the dates of November 15 to 20 as the period during which locals may conduct their voting.

Eligibility will be determined after October 15, the closing date at ANG headquarters for receipt of remittances covering September dues payments. It is on the basis of having met fiscal obligations for September that the eligible list is established.

The five-member referendum committee will meet at Washington October 31, to compile ballots for mailing to each local, in number equal to those eligible. Inaccuracies in the listing or ballot count must be protested promptly, by registered mail.

In a letter to local presidents and treasurers, Secretary-Treasurer (Continued on Page 2)

Aerospace and the Union Shop

Q—This question concerns the aerospace dispute. As you know, the auto workers and the machinists unions have accepted the Presidential board's recommendation, and recommendations, sir, which I believe you have also found acceptable as a basis for settlement. The four leading aerospace manufacturers, especially Lockheed, have rejected the basic union shop recommendation.

Now the unions feel they are being forced into a strike posture, as a result of the companies' attitude. Could you tell us something of your opinion, of your reaction to the situation, and what the equities in this area are?

THE PRESIDENT: Well, in the first place, most major industrial companies or industries in the United States accepted the union shop many years ago, the steel industry, the auto industry, the aluminum companies, other basic industries.

The union shop is part of collective bargaining. Particularly under the terms suggested by Dr. Taylor (head of the Presidential fact-finding board), a two-thirds vote, people do not have to join the union to get the job. After they come to work, if it is the opinion of a large majority of the members, then they would join the union. This, as I say, has been acceptable for many years to many companies which are even larger than the ones involved. That is the first point.

The second point is that the total package it seems to me should be considered as a package. The economic proposals made are not excessive. They come well within the guidelines suggested by the Council of Economic Advisors. The unions are accepting a financial settlement which is not particularly generous in relation to certain other unions in recent years. They feel that the total package, however, is acceptable.

I would hope the companies would accept it, because if a strike comes, in view of the fact that the recommendation of the fact-finding board headed by Dr. Taylor, who also has given a comparable assignment by President Eisenhower in the steel strike case, which indicates his own high reputation and that of the panel, I would hope that the companies would accept it, because if there is a strike, the responsibility would be very clear, I think, to the American people, for such an action.

I would hope there would not be a strike, that business would go on, that the companies would accept the report.

Kennedy Places Union Shop As Basic Part Of Bargaining

The union shop is an integral part of collective bargaining, President Kennedy declared at his press conference September 13.

Answering a query concerning the aerospace labor dispute in-

\$1 Million Defense Fund Is Target Of Stereos

A step similar to that taken by the Guild at its Buffalo Convention when it acted to bolster its Defense Fund was taken by the Stereotypes union at its 59th convention in San Antonio.

The Stereos' convention adopted a proposal which would provide for a defense fund of \$1 million, to be built and maintained near that level by assessments.

The proposition will go to referendum.

Actions to boost their defense funds were also taken by the International Typographical Union and the Photo Engravers at recent conventions.

volving four firms, Lockheed Aircraft Corp., North American Aviation, Convair Division of General Dynamics, the Ryan Aeronautical Co. and two unions—the United Auto Workers and the International Association of Machinists—the President said the companies' "responsibility would be clear" if there is a strike. He urged them to accept terms recommended by a Presidential fact-finding panel headed by Dr. George W. Taylor, one-time War Labor Board chairman.

This panel recommended the companies accept a union shop if two-thirds of the affected employees voted for it.

President Kennedy, in backing the panel's recommendations, emphasized that most major industries, such as steel, autos and aluminum agreed to a union shop years ago.

About 100,000 production workers are involved.

The question concerning the union shop and President Kennedy's reply are reproduced in full above.

British Urge Merger Court To Halt Trend To Monopoly

London, England—Two anti-monopoly proposals highlight the 60,000-word report of a Royal Commission of the Press, the first in 13 years.

1. Creation of a public court whose function would be to decide whether future mergers of big newspapers are in the public interest.

2. Divesting of British newspapers of control of television companies, to preserve freedom and diversity of opinion.

The proposals came from the five-man commission—headed by Lord Shawcross, a director of Shell Petroleum—which Prime Minister Macmillan named in February, 1961, after criticism of the increasing concentration of newspaper ownership had been voiced in Parliament (GR, March 10, 1961).

The commission was set up in the wake of the disappearance of the News Chronicle and the Star as independent managements. In selling out, their managements blamed economic hardship although the News Chronicle had an average circulation of 1,162,194 and the Star, 744,265.

At about the same time, Cecil Harmsworth King, head of the Daily Mirror group, was battling for control of Odhams Press, which published the Daily Herald and other publications.

The bid by King topped an earlier one by Roy Thomson, who controls Thomson Newspapers, Ltd., and its 15 daily, 24 weekly and two Sunday newspapers and Scottish Independent Television. Thomson's press empire spreading over seven countries is estimated at more than \$150 million.

Climaxing a five-weeks' power struggle, the Daily Mirror group

won control of Odhams for the equivalent of approximately \$99.4 million.

The resulting consolidation created what is possibly the world's largest newspaper and magazine empire with total assets of some \$280 million.

The press amalgamation court proposed by the commission to help preserve freedom and diversity of opinion would be established with authority to rule on mergers or transfers of major newspapers.

The court plan received the support of H. J. Bradley, general secretary of the National Union of Journalists.

The court would deal with purchases or mergers that would bring anyone into direct or indirect control over daily or Sunday newspapers with aggregate weekly sales of more than 3 million copies.

\$1,100 In Welfare Loans Go To Defender Guildsmen

Chicago, Ill.—Welfare loans totaling approximately \$1,100 have been made to various Defender Guild members, since the termination of strike benefits August 28, according to Carl Ihde, Chicago Guild executive director.

On September 7, ANG Executive Vice President William J. Farson met with the hardship committee appointed by the Chicago Newspaper Guild Executive Board to study problems that have come up among Defender Guildsmen following the termination of benefits.

The hardship committee consists of Marshall Schiewe, local president; Robert Zonka, treas-

urer; Eleanor Pino, Defender Unit chairman; and Ihde.

The committee interviewed 20 Defender employees who have not yet found temporary employment while awaiting a report from the full National Labor Relations Board on unfair labor practice charges against the Defender and its publisher, John Sengstacke.

The committee then issued the welfare loans to those who qualified to assist in paying rent, purchasing medicine, and providing bus fare in applying for employment.

The loans—interest-free—were issued by the local. They are repayable at such time as the Defender employees resume work.

ANG Quarterly Audit

Income And Expense

INCOME			
Membership	\$115,460.88		
Per capita taxes	3,513.00		
Initiation fees	1,815.25		
Reinstatement fees	299.90		
Agency fees	1,000.00		
Other income	740.50		
Servicing salaries paid by locals	201.91		
Servicing expenses paid by locals	181.40		
Sundry income	1,088.47		
Research Department sales	1,005.60		
Research Department salaries	2,876.95		
Salaries paid by defense fund	1,778.80		
Expenses paid by defense fund	1,127,848.74		
TOTAL INCOME FOR QUARTER	\$1,127,848.74		
EXPENSES			
Per capita taxes	\$1,839.84		
Organizing and servicing	50,964.78		
Collective bargaining	3,662.42		
Research and information	9,756.16		
Guild Reporter	8,827.89		
Executive's expense	9,131.24		
Administrative expense	18,199.08		
Other expenses	22,143.38		
TOTAL EXPENSE FOR QUARTER	\$129,174.59		

Defense Fund

INCOME			
Per capita tax apportionment	\$43,794.90		
Assessments	2,387.10		
Interest income	2,881.99		
TOTAL INCOME FOR QUARTER	\$49,064.02		
EXPENSE			
Chicago, Ill.	30,826.16		
Detroit, Mich.	549.55		
Minneapolis, Minn.	76,216.65		
Los Angeles, Calif.	17.35		
Milwaukee, Wis.	77,402.91		
Toledo, Ohio	120.58		
TOTAL EXPENSE FOR QUARTER	\$174,953.18		
ASSETS			
Cash in checking account	307.87		
Cash in savings accounts	544,972.22		
A.T.A. bonds	500.00		
Canadian Labour Congress bonds	1,000.00		
Due from General Fund	15,854.74		
Advances to local strike accounts	67,014.56		
TOTAL ASSETS	\$429,649.39		
LIABILITIES	none		

General Fund Operations

BUDGET	1st Quarter Ending 7/31/62	EXPENDED 1st Quarter Ending 7/31/62
PER CAPITA TAXES	\$7,560.00	\$7,580.04
ORGANIZING AND SERVICING	\$32,500.00	\$33,825.77
Salaries, dir. and rps.	750.00	655.72

Terre Haute Gains Achieved By Unity

Terre Haute, Ind.—Close cooperation between the Guild and craft unions at the Tribune-Star is credited with having averted a strike and gaining for the unions substantial improvements in the security clauses of their contracts, plus across-the-board wage increases of \$3 in each of two years of the new agreements.

The Guild, the Stereotypes and the Typographical union were in contract negotiations, with management first taking the position that it was unable to grant any wage increases this year, and then falling back to the claim that it would be "bad business" to do so.

The printers reached an impasse September 10, and called for a meeting to adopt a strike vote. Local President Ned A. Bush, Sr. called ANG headquarters and Rob Bruner, international representative who was a former Terre Haute local president, arrived in time to attend a special Guild meeting at the Labor Temple, where the Typographical union strike vote was being conducted. It resulted in a count of 108 to 4, favoring a strike. It was the first such action by the local in 70 years.

After considering a motion to honor the printers' picket line, the Guild meeting adopted a resolution calling for joining the printers' strike, if called. Next day the Stereotypes union also carried a strike vote resolution. The Guild cancelled plans for

a dinner planned for the weekend, in honor of its first pension retiree, and devoted full time to setting up a strike committee, establishing strike headquarters and preparing picket signs, all in cooperation with the other two-union locals.

Strike bulletins and benefit application forms were distributed during the next two days, while management and ITU spokesmen met with federal conciliators, the latter called by management. At the end of the second day the wage offer of \$3 and \$3 was made, and accepted.

It was incorporated into the settlement with all three unions whose contracts were open. Other Guild contract gains:

Full jurisdictional clause, model contract language.

Starting minimum for reporters increased by \$21, and a top minimum of \$114.75 after four years instead of five.

Full contract protection for temporary employees, with addition of a rehiring list.

Writing into the contract an existing practice of allowing employees to exchange days off, with management approval.

Payment of severance to the estate of a deceased employee, without the former requirement of collateral dependents.

The publisher also agreed to negotiate lower premiums for Blue Cross coverage by consolidating several employee groups now paying disparate amounts.

Perth Amboy News Settles As Strike Deadline Nears

Perth Amboy, N. J.—Only a matter of hours in advance of a strike deadline, the Perth Amboy unit of the North Jersey Guild reached a contract settlement this week at the Perth Amboy News.

A wage package of \$5 per week, retroactive to last June 27, was in effect until October 1, 1963, when an additional \$3 per week will be paid for the year ending October 1, 1964. The increases move the top reporter minimum at the News from \$123 to \$131 in two steps.

Included in the settlement was determination of a long-standing dispute over job classification for one woman employee, who will net a pay increase of \$49 over the

two-year application of the new schedules.

An estimated further gain of \$1 is seen in improvements in major medical insurance plans now under study. Qualifying clauses were also eliminated from the contract language covering pensions.

Severance pay maximum was increased from 25 to 26 weeks; and service requirements for vacation credits were lowered from five to three years for a three-week vacation, from 30 to 25 years for a four-week vacation.

International Representative Edna Berger aided the local during the strike threat phase of the negotiations.

ORGANIZING

Sacramento Seeking Business, Maintenance

Sacramento, Calif.—The Sacramento Guild seeks recognition for 12 employees in the business office and maintenance department of the Sacramento Union, the only unorganized employees in the Guild jurisdiction. A formal petition for a representation election has been filed with the regional office of the Labor Relations Board, after management said it preferred an election to the granting of voluntary recognition.

International Representative Charles Dale is aiding the local.

election: For the Guild, 42; for no union, 73.

A petition for certification as bargaining agent, filed by the Guild in behalf of circulation department employees at the same daily, for which a September 26 hearing date had been set, will be considered by the Ontario Labor Relations Board on Tuesday, October 2, instead. International Representative Fred Jones will represent the local.

Los Angeles Files For Inglewood Group

Los Angeles, Calif.—Thirteen editorial employees of the Inglewood Daily News, where next month the western edition of the New York Times will be printed, are in a unit for which the Los Angeles Guild is seeking bargaining rights. Loel Schrader is the international representative handling the case.

Toronto Guild Loses Globe & Mail Ad Vote

Toronto, Ont.—A decertification election in the advertising department of the Toronto Globe & Mail last week resulted in loss of bargaining rights by the Toronto Guild. The count in the



Renewal: Signing new contract between Pawtucket Guild and Pawtucket Times are Frank C. Pritchard, seated left, local president, and Chester M. Spooner, publisher.

Others from the left are Donald Ross and Leonard Levin of the Guild negotiating committee and Robert Hetherton and Rodman Black, management representatives.

Pawtucket, Vallejo, Norfolk Reach Contract Settlements

CONTRACTS

Pawtucket, R. I.—Minimums go up a total of \$3.50 to as much as \$7 in the two-year agreement negotiated by the Pawtucket Guild with the Pawtucket Times.

The breakdown: \$2 to \$4, the first year; \$1.50 to \$3 the second. The top job, that of sports editor, goes to \$133.76 the first year; reporters, etc., and ad sales, to \$129.56; classified ad sales up \$4 also to \$107; stenos up \$2.80, to \$71.30.

There is no general increase clause but the practice has always been to give such an increase, local negotiations report. Improvements were also made in the hours, holidays, welfare, grievances and severance pay clauses.

Blue Cross coverage is increased and written into contract for the first time, and at least an eight-hour rest period between shifts is provided, with premium pay for any work performed in the interval.

Local president Frank C. Pritchard and stewards worked with J. Ed Allen, ANG international representative, in the nine months of negotiations.

The stewards are Len Levin, newsroom; Mrs. Esther Nardelli, proofroom; John Greene, maintenance; Don Ross, advertising; and Paul Gagnon, business office. The contract runs from December 22, 1961, to December 21, 1963.

Vallejo Pact Divides

Vallejo, Calif.—A new 30-month contract negotiated by the San Francisco-Oakland Guild with the Vallejo Times-Herald & News-Chronicle increases the minimums for most jobs in four steps.

These are: September 10, 1961, March 11, 1962, September 9, 1962, and March 10, 1963.

The increases range from 50 cents to \$1.50 first step; \$1 to \$2.50, \$1.50 to \$3, and \$1.50 to \$4.

Reporters, etc., go to \$143, \$145.50, \$148.50 and \$152.50. Society reporters: \$114.50, \$116.50, \$118.50 and \$122.

Outside classified: \$110.50, \$112.50, \$114.50, and \$118.

Librarian: one increase of \$1, bringing the minimum to \$110.50, as of March 11, 1962; and a second of \$1.50, upping the minimum to \$102 as of March 10, 1963.

The contract adopts a new schedule of the Richmond Independent, which cuts the starting minimum and "after six months," but adds two new steps, after one year and after 18 months. Since all present office boys are at the top minimum, the result is:

An increase of \$3.80 on March

11, 1962, to \$64.50, then \$1 on March 10, 1963. The latter get retroactivity of 1.06 percent of old salary for the period from September 10, 1961, to March 11, 1962, then 2.82 percent of old salary from March 11, 1962, to date of signing, July 23, 1962.

The pact is effective as September 10, 1961, and runs to March 9, 1964.

Some Women's Groups In Norfolk Win \$5 Gain

Norfolk, Va.—Minimums increased \$5 for women's news reporters and society editor, etc., and \$3 for society reporters bringing the first group to a new \$118 top and the latter to \$91.50 mark the new two-year agreement between the Hampton Roads Guild and the Virginian-Pilot.

For the reporter group, minimums go up \$4 to a \$132 top. Wage gains, also include: 50 cents to \$4 for clerks, \$1 to \$5 for editorial assistants.

The contract calls for a wage reopener as of August 1, 1963. It is effective as of August 1, 1962.

Akron Adopts Anti-Scab Law

Another Citizens' Job Protection ordinance has been adopted.

In Akron, a labor-sponsored ordinance restricting the use of strikebreakers has been approved by the city council, signed by Mayor Edward Erickson, and has become law.

Similar anti-strikebreaking measures have been enacted by these municipalities: Dunellen, Morristown and Newark, N.J., Wilmington, Del., Rochester and New York City, N.Y., and Manchester, N.H.

States with anti-scab laws are Louisiana, New Jersey, Maryland, Delaware, Pennsylvania, Massa-

chusetts, Washington and Michigan. The Akron ordinance was introduced by Councilman Joe Costello, a member of the Typographical Union, who told the council it will promote industrial peace and could prevent development of labor disputes.

Persons or firms not directly involved in a strike or lockout are prohibited from recruiting strikebreakers to replace employees in the bargaining unit. It is equally unlawful for a person solicited by a third party to accept employment as a strikebreaker. A maximum penalty of 30 days in jail and \$1,000 fine is set.

HOW TO BUY:

Rate War Figures In Car Insurance Buying

By SIDNEY MARGOLIS
Guild Reporter
Consumer Expert

(Second of two articles on current developments in the automobile insurance field.)

As this department previously reported, competition between standard-rate auto insurers and rate-deviating mutuals and direct writers, has erupted into a rate war.

The standard-rate companies themselves are cutting prices through classification plans and "safe-driver" awards. For many drivers, how much you now pay depends not only on the amount of dividend or discount a company gives, but how it classifies you.

Especially if you have a young male driver in the family, or recent accidents or traffic convictions, or other classification problems, nowadays you need to consult well-qualified brokers as well as agents employed by the more usual rate-deviators. Since the classification policies of different companies vary these days, a broker may know of one whose current classification system will save money in your situation.

A. Mason Blodgett, a leading insurance authority, suggests that in discussing with brokers and agents the rates applying to your situation, these factors should be considered:

—Is yours a "compact" car eligible for an extra ten percent discount? (Most insurers define a "compact" as under 200 inches overall length and no more than 125 h.p., although some companies vary here too.)

—Is it used for commuting, and how far?

—Is it operated occasionally by a young male? What is his age? Married? Steadily employed?

Had driver training in school? Has he taken one of the psychological tests? Is he in the upper portion of his class?

—How many convictions or citations have you had? If only one, can you be placed in a company which waives one? How many accidents and how serious?

—If there are two cars in your family, do you qualify for the second-car discount, or what classifications will give you the lowest cost?

You also may want to check on your present insurance, by asking your company how it has you classified and whether it has a merit-rating plan or subsidiary which can benefit you on the basis of your record, and also by comparing the rate you pay with quotations from other companies and brokers.

Blodgett recommends also asking how the company stands on the State of Illinois' listing of each insurer's ratio of lawsuits to premiums. This is published each year in National Underwriters Magazine. Any broker should have a copy. A company with a ratio over 5 percent might be one of those slow in settling claims. Incidentally, despite occasional rumors, the leading mutuals and other moderate-cost companies often have moderate ratios, the listing shows.

Some merit-rating companies have especially low rates for drivers with excellent records, and may be a choice for families with relatively low road exposure, who drive carefully and keep their cars in good condition. As just one example, while Nationwide Mutual offers some savings from standard rates in various classifications, its subsidiary, Nationwide General, can be as much as 35 percent below the parent company in some cases. But you also face the possibility that a series of violations or accidents can raise your rate so that even

though this merit-rating company won't cancel you, you could find yourself paying as much as 200 percent more than in the parent company.

Drivers with good safety and traffic records and no special classification problems, are in position to shop the more-selective mutual companies and other deviators, and the merit-rating companies.

Among large mutuals and direct writers who often give dividends or discounts, at least to the preferred risks, are such traditionally low-cost auto insurers as Factory Mutual, Lumbermen's Mutual, Mutual Service, Government Employees Insurance Company, State Farm Mutual, Federated Mutual, National Farmers, Nationwide Mutual, Safeco, Employers Mutual, American Mutual, Farmers Insurance Exchange, Hardware Mutual, Pennsylvania Threshermen's, and Utica Mutual.

In addition, there are several specialized or more-regional companies often offering reasonable rates. Among them: Farmers Mutuals of Madison, Wisconsin; Shelby Mutual and State Auto

Mutual, with main offices in Columbus, Ohio; Keystone Auto Club Insurance Company (Philadelphia); State Auto Insurance Association of Indianapolis; Motor Club of American Group in New Jersey; Auto Club of Southern California; California Casualty Indemnity Exchange.

Preferred Risk Insurance Company of Des Moines, Iowa, offers substantial savings to non-drinkers.

But some of these companies are selective and in no case can be considered the best buy for your classification or area until you have compared with other companies and with local brokers. Just as one example, in recent years Travellers, an old-line stock company, has provided substantial savings to some drivers through its classification and safe-driver plans. Too, the slightly-modified policies offered by many stock companies, plus safe-driver discounts, have brought their rates much closer to those of the mutuals and other rate cutters.

Nor is the order of this list significant, nor applicable to all situations and areas. Factory

Mutual long has been one of the lowest-cost companies, if not the lowest, but it also is highly selective, while Lumbermen's Mutual not only is among the lowest-cost but often offers additional savings through classification. At least two rate-cutting subsidiaries of stock companies do not use the safe-driver plan, and so may be helpful to drivers with severe road exposures. These are Safeco and Autoplan.

If you do buy from a low-cost or merit-rating company, remember that it is more important than ever to avoid accidents, traffic violations and trifling claims. A ticket for speeding or passing a stop sign or red light could cost you more than just the \$5 or \$10 fine, Blodgett points out.

The largest finance companies have their own insurance companies and many people who finance cars through a dealer, also insure through him. You do not have to buy your car insurance from the dealer or finance company. If you do, you forfeit your chance to shop for the lowest rate for your situation and classification. A reliable dealer will not pressure you to buy insurance.

SOUP TO NONSENSE

Just Forget It!

By JANE GOODSSELL, Portland, Ore., Guild

I wish I'd never brought up the subject:

"Sure, I'll give you novocain if you insist on having it, but most people wouldn't need it for a little cavity like this. Matter of fact, there was an eight-year-old boy here this morning whom I drilled on for an hour without giving him any anesthesia. Bravest little fellow you ever saw. Still, people are different and if you can't stand a little momentary discomfort, I'll be glad to."

"Okay, I'll eat my broccoli, but I'll bet you anything it makes me throw up! Just you wait and see!"

"If it's that important to you to get the lawn mowed, I'll spend my one day off a week doing it for you. I was planning to go fishing with Herb, and we've been looking forward to it for months. But never mind. I'll call him up and explain that you're worried about what the neighbors will think, and..."

"Well, if you really insist on doing something to help, you could bring a casserole to serve 25 people."

"You're absolutely right not to have your grey hairs touched up.

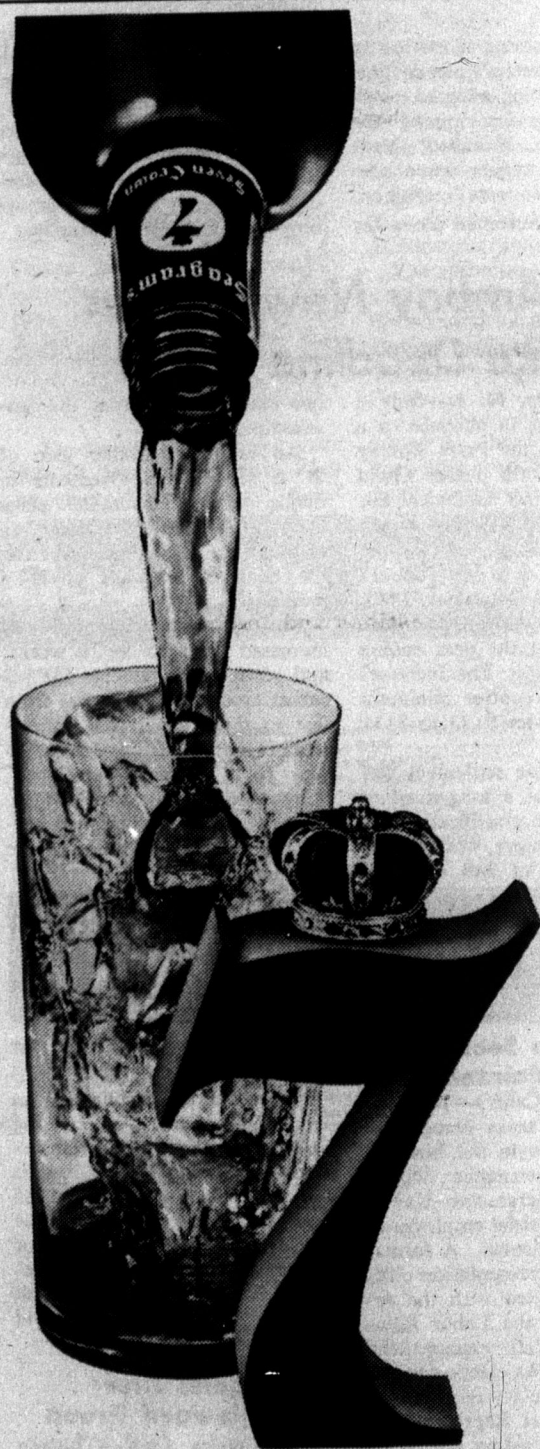
I mean, after all, why should you try to look younger than you are? You look your age and, personally, I admire you for not caring."

"If you insist, madam, of course I'll refund your money. But I'd suggest that next time you use the product."

"Certainly, I can show you a black dress if that's what you want, but everything this season is color, color, color! The Paris collection showed almost no black, and dark colors are definitely out. But if it's black you want, I can probably find something..."

"Well, ma'am, it's like this. If you've got to get that drain unplugged today, I guess I can get up there to fix it for you, but it sure won't be easy. You see, I've got this slipped disc in my back that slows me up, and my partner's sick in the hospital, and my wife's brother had an auto accident this morning, and my kid's going into the Army this afternoon. But as I say, if you've just got to get that drain fixed today, why I'll figure out a way somehow..."

Tastes so good to begin with, it makes every drink taste its best! New recipe or old, that matchless 7 Crown flavor gives a drink a special quality it can get no other way. Say Seagram's and be Sure



SEAGRAM DISTILLERS COMPANY, NEW YORK CITY. BLENDED WHISKY. 80 PROOF. 65% GRAIN NEUTRAL SPIRITS

Local Copy

A PAGE FOR OFFICERS AND STEWARDS

New York Teachers Chalk Up Big Pay Gains In Initial Pact

New York City — Top salary representing \$290 weekly for experienced teachers for the 36-week school term is provided in the initial agreement between the United Federation of Teachers and the New York Board of Education.

The contract, covering 40,000 teachers, is before the members of Local 2, American Federation of Teachers, AFL-CIO, for ratification. It incorporates salaries and budget increases approved by the board June 21 last.

For beginners, it sets up a salary amounting to \$147 weekly. For more than half of the teachers, the new schedule means an increase of \$27 weekly. For the top-salaried, the boost is \$49 weekly. The average increase is \$19 weekly.

The schedule for the school year just begun provides a minimum of \$5,300 a year for beginners at the bottom of the experience rating ladder. It progresses to a top of \$9,970, or \$276 weekly in the 14th year, with a super-maximum for Day Academic and Day Vocational High teachers ranging from \$6,575, or \$182 weekly, to \$10,445, or \$290 weekly.

This schedule includes a promotional differential of \$475, or \$13 weekly, to which about half of the teachers are entitled.

This promotional differential is for additional qualifications such as a master's degree, additional college credits or for specialization.

It is an automatic, built-in increase to those who qualify. An additional \$200, or \$5 weekly, is provided for teachers of special education.

The salary arrangement—complex and intricate—also provides additional compensation for extra-curricular chores.

Under the previous setup, pay started at \$4,800 or \$133 weekly, and ranged to a top of \$8,650, or \$240 weekly.

Top salaries, thus, under the new schedule are increased 20 percent; those of beginners 10 percent.

The contract is effective as of July 1, 1962, and runs to June 30, 1962.

\$361 Weekly Top Goal Of Teachers' Union
Detroit, Mich.—A starting salary of \$153 a week for a 39-week school term was reaffirmed by the American Federation of School Teachers, AFL-CIO, at their recent convention here.

Wage goal of the 70,000-member union of school teachers is \$6,000 to \$14,000 for school teachers with bachelor's degrees. The \$14,000 represents \$361 weekly.

It would be a minimum salary for teachers with eight years' experience.

School terms vary throughout the nation normally from 36 to 42 weeks. A midpoint figure would be 39 weeks.

From the Research Division of the National Education Association comes information that 1962-1963 scheduled top maximums for classroom teachers in at least

48 districts stand at \$10,500, or higher, representing \$291 weekly on the 39-week basis.

The seven that reach or exceed \$12,000, or \$333 weekly, as a scheduled minimum are in Illinois, Missouri and New York.

The school district with the top salary, 1962-1963, is Wantagh, New York, where the figure is \$13,248 or \$339 weekly.

Suburban districts are in the majority among those paying top minimum salaries of \$291 and above. Included are suburbs of Los Angeles, San Francisco, Chicago, Detroit, Minneapolis, St. Louis, New York City and Philadelphia.

Southern Airways Pilots Win \$296 After Strike

The new contract between Southern Airways and the Air Line Pilots Association, which settles a 27-month strike, the nation's longest against a scheduled airline, provides an average pilot salary of \$296 weekly, according to Graydon Hall, Southern vice president for sales.

New 3-Year Pact Gives SF Area Carpenters 90c

San Francisco, Calif.—Increased wages and benefits, which over a three-year span, will bring a 22 percent increase of 90 cents an hour to 18,000 carpenters in four counties in the San Francisco Bay area highlight the contract signed by the District Council of Carpenters and eight local employer associations after ratification by 18 union locals.

Retroactive to June 16 last, the new agreement sends wages up 15 cents an hour to \$4.10, or

\$164.00 for a 40-hour week the first year; up another 23 cents to \$4.33 an hour or \$173.20 weekly the second year; and up another 25 cents to \$4.58 an hour or \$183.20 a week the third year.

Improved health and welfare benefits, pensions and holiday pay are estimated to total 17 cents the first year and 10 cents the second.

82c-Hike Negotiated By Detroit Plumbers

Detroit, Mich.—Wage and fringe increases totaling 82 cents, or 21 percent, over three years have been negotiated by the Detroit Plumbers Union.

Base pay will move to \$4.62

an hour, or \$184.80 for a 40-hour week, by 1964. The pact includes an immediate wage boost of 30 cents an hour, giving plumbers \$168 weekly.

Six-Week Vacations For Brewery Workers

St. Louis, Mo.—Six-week vacations after 20 years are provided in new contracts between the Brewery Workers Locals 187, 246 and 262 of this city and the Falstaff Brewing Co.

The pacts embody four-week vacations after five years, five after 15 years. They also contain improved insurance, hospital and pension benefits and pay increases of 12.5 cents an hour the first year, 10.5 cents the second.

Newsprint Use At Peak

A commonly recognized barometer of newspaper industry economics — use of newsprint in the United States — continued at a record peak in August.

A 5.8 percent increase in consumption over August, 1961, was recorded by newspapers reporting to the American Newspaper Publishers' Association. The papers used 441,571 tons.

For the first eight months of 1962, the publishers' association stated that its reporting newspapers had used 3.2 percent more newsprint than in the similar pe-

riod last year, with 3,638,402 tons consumed.

Color Linage Up 2 Pct.

Newspapers' ROP color advertising lineage is approximately 2 percent ahead of the 1961 record.

Color lineage for eight months of 1962 was 106,824,064 in the more than 400 newspapers in 140 cities which are measured, the monthly report of Media Records, Inc., prepared for R. Hoe & Company, shows.

For January-August 1961, the lineage was 104,639,416.

For July, the gain was 1.7 percent, as compared with July 1961.

How Toronto Guild Keeps Its Members Informed Of The Status Of Star Bargaining

GUILD BARGAINING BULLETIN

(Guild-Star bargaining has recessed for several weeks. In the meantime, the Guild continues this series back-grounding its proposals and the reasons for them. Your questions and comments are welcomed.)

Bargaining Background:

#2 of a series

STAR - 1962
No. 7
Aug. 15/62

"ONE COMPANY, TWO POLICIES"

says the Guild about the Star and its salaries. The lists show what we mean. Here are four typical Guild jobs, their Star top minimums along with the rates paid for the same jobs in six U.S. cities on dailies in the Star's circulation class. As you can see, those U.S. rates are FAR HIGHER than ours.

The Guild has proposed that the Star bring its pay up to these U.S. levels. Is this fair? Is it reasonable to expect the Star to match U.S. rates? Well, for an answer: look at the rates paid RIGHT NOW by the Star to its employees in four craft unions. As it always has, the Star pays THE SAME as or MORE than the U.S. dailies. So, asks the Guild: why not the same with us?

	REPORTER	DRIVER	CLERK, TYPIST	Circ. Solidator	PRINTER	PRESSMAN	Engraver	Steno-typist
STAR	\$140.40	\$ 94.91	\$68.00	\$78.10	\$139.00	\$141.00	\$145.00	\$143.00
St. Louis Globe-Democrat	167.00	117.83	85.00	116.00	139.46	143.50	144.51	141.75
St. Louis Post-Dispatch	167.00	117.83	85.00	116.00	139.46	143.50	144.51	141.75
Cleveland Press	145.00	124.85	77.00	85.00	133.50	130.45	143.10	129.35
Cleveland Plain Dealer	145.00	124.85			133.50	130.45	143.10	129.35
Record-American	139.00	117.95	75.25	89.50	132.46	132.94	142.59	129.67
HERALD-EXAMINER	151.75	112.00	83.75		132.45	129.25	141.75	135.75
NEW YORK METRO TRIBUNE	163.50	115.62	85.50	107.40	141.00	133.55	149.75	136.00
NEW YORK POST	162.25	115.62	84.95	107.40	141.00	133.55	149.75	136.00
Pittsburgh Post-Gazette	141.25	106.75			132.25	124.60	142.40	128.43
US rates average	\$153.52	\$107.03	\$83.78	\$103.55	US rates average \$136.12	US rates average \$133.53	US rates average \$144.61	US rates average \$134.23
the Star	\$131.12	\$12.12	\$15.78	\$23.45	\$2.88	\$7.47	\$3.39	\$8.77
	ABOVE	ABOVE	ABOVE	ABOVE	BELOW the Star	BELOW the Star	BELOW the Star	BELOW the Star

EDITORIAL

'The Public Interest'

The new Secretary of Labor, W. Willard Wirtz, said in a National Press Club talk this week that he deems neither strike insurance nor union defense funds paying strike benefits to be in "the public interest."

He was answering a question concerning strike insurance or "mutual aid" pacts in the airline industry, and his objections were that the presence of a cushion of funds tends to lengthen strikes, with the public the sufferer.

It could be wished that questioners had pursued the subject further, because we think that Secretary Wirtz would necessarily concede a distinction between the two types of funds.

Essentially, the difference is that strike insurance protects profits, while union defense funds supply the bread-and-butter essentials to a striker's family. And, in another pertinent comparison, strike insurance is a multi-million dollar enterprise, while strike benefits constitute a minor fraction of a worker's normal income.

We're not sure whether American newspaper publishers were the first to make use of strike insurance, but recent testimony—reported elsewhere in this issue—indicates that eight papers in a period of 10 years have drawn on the huge indemnity plan, set up as an arm of the American Newspaper Publishers Association.

The insurance commissioners of New York State took a dim view of an attempt to have the ANPA operation registered at Albany. Like Secretary Wirtz, they held that the plan is not in the public interest. And the publishers strike insurance is funded in Canada, and underwritten by Lloyds of London, both agencies beyond the regulatory reach of U. S. officialdom.

Strike insurance is admittedly effective, and it pays its way; otherwise our cash-conscious publishers, more than 400 of whom are listed as participants, would long since have declined to pay the stiff premiums required to maintain it.

The strike insurance pact among major airlines will, in fact, enable one struck line to show a profit position this year, due to the indemnity payments from other lines handling its strike-bound traffic.

Neither plan for defense against labor-management troubles is designed to be primarily in "the public interest." Each is a hard fact in a world of economic warfare between those charged with piling up profits and those who want a fair share of the profits their labor makes possible.

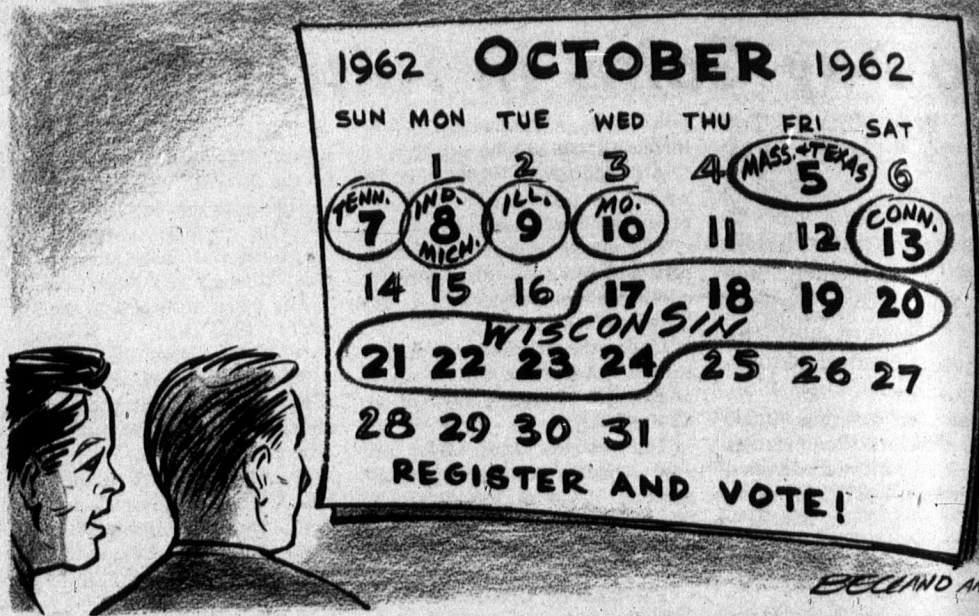
But it should be considered that labor unions are composed of people, large numbers of people, who constitute collectively a larger segment of the public than can possibly be represented by those who manage and own industrial enterprises.

In terms of dollars, it is obviously an uneven struggle which unions wage. It is in terms of manpower—and this drives the National Association of Manufacturers into well-heeled campaign against "union monopoly"—that union members find their strength.

Union defense funds, unlike the massive resources of big business, are woefully inadequate to their purpose. But unions stoutly affirm that their aims, and the necessary means to achieve those aims, including their defense funds, are essentially far more in "the public interest" than can be claimed for the hush-hush operations of strike insurance plans in the newspaper, airlines and railroad industries.

If labor unions are to continue to safeguard human welfare, it is difficult to see how they can manage to do so, if they abandon the posture of defense represented in benefits to lawful strikers.

'The Days Dwindle Down To A Precious Few'



DATELINE: WASHINGTON

Intellectual Tough-Mindedness Marks First Wirtz Address

By WILLARD SHELTON, Washington Guild

In this town there are connoisseurs of Cabinet members (who come and go along with and during the Presidents), and the betting odds should be high that the new Secretary of Labor, W. Willard Wirtz, will be admired among the clan. His first major speech, at the National Press Club, was an unusual kind of triumph, founded in wit, a gift of highly articulate speech, and tough-mindedness.

A distinction will be noticed between Mr. Wirtz and his predecessor, Arthur J. Goldberg, now confirmed to the Supreme Court by the Senate and scheduled to be sworn in October 1.

Justice Goldberg's talents are multiple; it is not a secret that for all his labors in the highly-publicized settlement of industrial disputes, his relationship to President Kennedy was that of high adviser—a trusted intimate in the areas he covered. He was Secretary of Labor but something more than that, and the something more very properly attracted his energies and attention.

Secretary Wirtz will do less than Mr. Goldberg in the settlement of individual industrial disputes—not because he disagrees with the idea of insistent government intervention when necessary but because he is more of a teacher than an instant-starter activist. He comes to office when the labor policy lines of the Kennedy Administration have been firmly laid down and are identifiable through appointments to government agencies and through legislation passed and proposed.

The Kennedy Administration clearly believes in the national policy of collective bargaining enforced against anti-union employers under the law of the land; it believes in broadened federal responsibility in unemployment compensation and social security and even more creatively in worker retraining and upgraded education generally; it is still troubled (many, including this observer, think incorrectly so) about the dangers of upgraded wages in relation to such acknowledged problems as the balance-of-payments issue and in business confidence.

Secretary Wirtz in his speech laid down a general principle that most of the phrases used in discussing labor relations today "corrupt the conversation and prevent the application of wisdom" in regard to the real problem—the change in our society that denies full employment and a worker's security in his job. (This observer doubts that any of the writers present listened without frank envy to the limpid Wirtz prose, his simple declarative English sentences. It came within a few days of the dazzling transformation by the appointment, the oath-taking, the trappings of publicity, the realization of sudden opportunity. His easy references to Orwellian essays and "Mr. Strunsky's little book" on writing, the pungent reversal of a quotation from Mr. Justice Holmes, built up into the tough-minded idea.)

The intellectual idea was that American society has not "thought out" the degree of change implicit in the fact that we have a highly self-satisfied and affluent population that nevertheless is economically insecure, driven to mobility and re-education by shifting job demands, harried in a great many personal lives by profound and rapid technological innovations. Here are some of the Wirtz declarations: On "featherbedding"; Most of it is not a reflection of "people's not wanting to work," but a reflection of "people's wanting very much to work and wanting enough to work that they will resort to the indignity of hanging on to a job that perhaps should not be there." On "right-to-work" laws: I don't care how you feel for the moment about them; "you will agree" that the phrase "is a corruption of the language which prejudices consideration of the problem." Mr. Wirtz remarked that third-year university graduate students voted two-to-one in favor of both union-shop clauses, when it was put that way, in favor of "right-to-work" laws forbidding a union shop, when it was put that way.

On the 35-hour or 32-hour week: "I disagree with that particular proposal. But the proposal is honorably put. It is not a proposal for people to work less or make more money. It is a proposal that all the people have an opportunity for a job." "There is only one honest answer to the proposal of the 35-hour work week. And that is a proposal as to how we come up with the jobs that will supply work opportunities to the additional four million people in this country who want them. Until we come up with the answer, I take it that one proposition is as much entitled to the field of our consideration as another.

"We would not be staying up nights in the Labor Department working out particular disputes if there were a full employment economy in this country."

There is the hard idea, clearly stated, that is stated so seldom in our public life, that the business community has not yet grasped, that the workers with jobs have not yet grasped, else the country would not be so complacent about our politics.

The Labor Department has been an orphan, unloved by Congress, starved of appropriations, the "smallest" of the departments by budget standards. It has now been blessed in succession with three extraordinary secretaries—James P. Mitchell, who held the line during the Eisenhower Administration, Mr. Goldberg, Mr. Wirtz.

Day Book

ACTIVITIES

FOI District Council, fall meeting, Holiday Inn, Lima, Ohio, October 20-21.
ANG International Executive Board Meeting, Washington, D. C., October 20-November 1.
Locals to conduct voting, November 15 through 20, in special election to fill vacancy among ANG International Executive Board at large vice presidents.
LABOR BOARD PROCEEDINGS
Toronto: September 26 hearing rescheduled for October 2 before Ontario Labor Relations Board on representation petition of the Toronto Guild for circulation employees of the Toronto Globe & Mail. About 90 involved.
Toronto: Decertification election among the 135 Toronto Globe & Mail advertising employees September 18 by Ontario Labor Relations Board. Results: for the Guild, 42; for no union, 71.
Los Angeles: Bargaining rights sought September 14 by Los Angeles Newspaper Guild for 13 editorial employees of the Inglewood Daily News.
Sacramento: Petition filed with NLRB September 18 by Sacramento Guild for recognition as bargaining agent for 12 employees in the Sacramento Union business office and maintenance department.

The Guild Reporter

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MAXWELL E. H. PYLE, Asst. Editor

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