

Strike Paper Starts In Cleveland; Parleys Resume In NY Stoppage

Negotiations Follow Plea By Unions

New York City—Contract talks between newspaper publishers and the ITU were resumed this week following a call by the newspaper unions' unity committee for "continuous negotiations."

The resumption of negotiations coincided with the arrival of Presidential Press Secretary Pierre Salinger, who came to New York to meet with the publishers and printers at the request of Secretary of Labor W. Willard Wirtz. The unity committee telegraphed its request to publishers and mediators 24 hours after a New York Guild meeting adopted resolutions calling on both sides to resume talks and demanding that publishers reopen newspapers that have locked out their employees.

Negotiations had been broken off since the publishers walked out of a meeting with the ITU Jan. 16. They responded to the unity committee's telegram by stating they were ready to meet again. The new turn followed these other developments in the stoppage:

- The publishers rejected a Jan. 25 proposal by Salinger for an impartial committee to investigate newspapers' ability to meet union wage demands, declaring that it offered "no prompt solution of the dispute." (See story on this page.)

- Gov. Nelson A. Rockefeller announced plans to form a State Commission of Public Concern to recommend settlement terms in the newspaper strike and subsequent major labor disputes.

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Bade Award To Montanez



LUIS MONTANEZ, JR.

New York City—Luis Montanez, Jr., who brought the ANG to Puerto Rico, is the winner of the Guild's Wilbur E. Bade Memorial Award for 1963.

Montanez, president of the Puerto Rico Guild, was tapped for the honor by a panel consisting of International Vice Presidents Daniel A. McLaughlin and George M. Muldowney, and Ellis T. Baker, director of research and information.

The judges, meeting here Jan. 25, said, "It and

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THE GUILD REPORTER

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

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On The Record: First issue of the Cleveland Record, strike-duration newspaper co-sponsored by the Cleveland Newspaper Guild, drew admiring attention of three Guildsmen who worked on it. They are, left to right: Monica Martinez, Press editorial, Kathy Weiss, Plain Dealer editorial, and Yo Mitsuyasu, Press Commercial.

Open Books To Prove Poverty Plea, Perlik Tells Newspaper Publishers

ANG Secretary-Treasurer Charles A. Perlik, Jr., has challenged newspaper publishers to "put up or shut up" on their persistent claims of poverty in the face of union wage demands.

He laid down the gauntlet in a statement welcoming Presidential Press Secretary Pierre Salinger's proposal that "a group of impartial citizens" be empowered by newspaper publishers and unions "to make a thoroughgoing study of the economics of the newspaper business."

Perlik said the study would be of little value unless publishers agreed to open their financial books to the investigating group. He expressed doubt that they would.

"Publishers are no more likely to respond to Salinger's appeal than they have to countless others over the years," Perlik said.

Perlik proved an apt prophet. The day after he issued the statement, New York City publishers rejected Salinger's suggestion as offering "no prospect of prompt solution" to the city's newspaper shutdown.

"The American Newspaper Guild wishes they would put up or shut up," Perlik said. "It and

all other organizations of workers in the industry would like to see the industry's poverty claim laid to rest once and for all."

The publishers' plea of inability to pay—currently being advanced in New York—is merely a claim, the ANG officer pointed out.

"Who but they say they're im-

poverished?" he asked. "Who else knows?"

"The balance sheets of those precious few newspapers which are public corporations and thus must make periodic public financial reports show that newspapers have a profit-making capacity

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Strikes Force ANG To Tighten Belt

The ANG moved to institute an austerity program this week as strikes in New York and Cleveland continued to eat into the union's financial resources.

The International Defense Fund has been emptied by the payment of more than \$900,000 in strike and lockout benefits, and General Fund revenues face sharp curtailment as a result of decreased per capita if the New York strike continues into next month.

Initial economies announced this week by ANG Secretary-Treasurer Charles A. Perlik, Jr., include cancellation of the annual Brown Award luncheon, shortening of the February International Executive Board meeting from five to three days and postponement of literature publication plans.

The Guild has also delayed the

filling of two vacancies in its staff of international representatives while the financial crisis persists.

ANG officers also sought to cancel two January training institutes in Pittsburgh and Chicago but agreed to hold them when the Midwest and POI District Councils offered to pay all expenses.

The IUE is helping to save the Guild's financial wounds by cancelling monthly rent of \$1,125 for ANG headquarters in its

Philip Murray Building in Washington.

Perlik said additional economies will be considered at the end of the Guild's third financial quarter Jan. 31 if the union's financial condition requires it.

Termination of both ANG and New York strike benefits was announced by M. Michael Potoker, secretary-treasurer of the New

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Pattern for Economy

Elizabeth, N. J.—The North Jersey Guild has voted to cut one representative from its four-member delegation to this year's ANG convention and send the \$500 saving to the Guild's depleted International Defense Fund.

It urged other Guild locals to effect similar operating economies to help replenish the fund, emptied by strikes in New York and Cleveland. The action was taken at a Jan. 19 membership meeting.

News Unions Publish As Talks Drag

BULLETIN

Cleveland, Ohio—The Guild's Press & News unit voted 98-95 Jan. 24 to accept management's maintenance-of-membership proposal as settlement of the union security issue while continuing negotiations on other demands. The unit met in 15-below-zero cold that held down attendance.

Cleveland, Ohio—The Cleveland Record, a 12-page full-size newspaper, published by nine unions—including the Guild—whose members are normally employed at the strike-bound Cleveland Plain Dealer and Press & News, began publication this week.

It is providing area residents with their first local daily in nine weeks.

Meanwhile, Guild contract negotiations this week found union security as still the No. 1 issue in discussions.

In a new bargaining tack, the Plain Dealer put seven matters on the table, reinstating a number of issues which had presumably been disposed of and coming up with one that was entirely new.

A third union has moved to join the Guild and the Drivers on strike. The Photoengravers' local voted last Sunday to seek strike sanction from its international.

An engravers' international representative was scheduled to arrive in time for a bargaining session later this week.

The new daily—the Record—first published Monday of this week, made its appearance with a circulation of 140,000. Members of the striking Newspaper Drivers local of the Teamsters Union buy the copies at the printing plant and sell them to dealers.

John Blair (Plain Dealer) is editor. Matt Fenn (Press) is managing editor. John Prosek and Henry Mowry (Press Commercial)

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Cleveland Unionists Start Strike Paper

(Continued from Page 1)

cial) are business manager and advertising manager, respectively.

Advertising content was 37 percent in the first issue.

The printing is done at an East Side plant. The paper is scheduled to come out daily except Sunday and Thursday. On the latter day, the press on which the paper is printed is pre-empted to capacity by other material.

Cooperating in the publication are these unions: the Guild, Typographical, Stereotypers, Paper Handlers, Pressmen, Engravers, Machinists, Operating Engineers and Building Service Employees.

Each of the unions contributes its own skills to the production of the Record and each pays its own members as it chooses. The Guildsmen are working for strike benefits.

Individuals, other Guild locals and unions in this area, led by the United Auto Workers, have contributed a total of \$29,500 toward financing the Guild strike, according to the latest tabulation by strike leaders.

While Project X—a management-oriented response to the Guild's demands for genuine union security—was taking place, negotiations which Mayor Ralph S. Locher is coordinating at the Cleveland City Hall, went on to other issues.

The contract issues number about 19.

They include:

- Union security, job security, night premium pay, pensions, hospitalization, minimums, general increases, leaves of absence, vacations, promotions, transfers, sick leave, severance pay, exclusions from the contract, hours exemptions, new classifications and struck work.

By Tuesday, the discussions centered on union security. Only the money issues had not been discussed at that time.

The Plain Dealer's representatives have proposed reduction of severance pay from 52 to 40 weeks. In this one, the Press did not join, although it has "me-too'd" most of the other Plain Dealer retrogressive proposals.

Such as, for example, limiting the amount of severance pay due an individual and at the time of his discharge giving him such pay minus whatever sick leave he has enjoyed during his entire period of employment.

Among other management proposals are:

- A demand for a two-man grievance committee.
- A move to deduct vacation time from sick leave.
- Maintenance of membership with a 15-day "escape" period.

IT SEEMS TO US

Comments Crissey For Competent Job

ROSELLE, N. J.

Editor: Charlie Crissey's retirement as an active Guild worker certainly rates a few nostalgic lines—at least from this corner.

The North Jersey Newspaper Guild (once the Elizabeth Guild) would not be in existence were it not for his work in organizing it. He went about his work as an international representative with the same dedicated viewpoint.

As Guild Reporter editor, I always thought he had a competent

Whatever Lola Wants

Cleveland, Ohio.—Cleveland newspaper managements, according to their negotiators, want additional hours exemptions and exclusions from the Guild contract.

They want a lot of other changes, too.

Including this:

"We reserve the right to read the present contract carefully to eliminate any further bugs."

• Removal of a one-year rehiring list for persons discharged for economic reasons.

Project X concerned approximately 110 free riders in the Press commercial department. Under Project X, management was to lend its good offices toward the task of signing up these, in many cases, long-time holdouts. The procedure included: a mass meeting in the Press building of all non-members of the Press commercial department, with about 95 actually attending, at which Mayor Locher was the sole speaker.

This meeting was followed by departmental meetings addressed by Louis B. Seltzer, Press editor, George Carter, business manager, and Dan Ruthenberg, labor relations director, with Bill Davy, executive secretary, Bob Bordner, editorial, and Bob Warner, commercial, representing the Guild.

One person joined the Guild and 29 others signed dues check-off cards making them "agency fee members."

To Seltzer, Project X was a "tremendous success."

Mayor Locher was disappointed.

Ruthenberg was disappointed. The Guild Strike Policy Committee called the experiment a failure and renewed demands for contract language guaranteeing union security.

Meantime, in its annual election, the Cleveland local named new officers. Emerson Batdorff, Plain Dealer Sunday feature writer, succeeds Noel Wical, Press, as president.

Batdorff defeated Milk Widder, Press columnist, by a vote of 343 to 106. The entire slate of pro-administration candidates was voted into office over a slate backed by dissidents who criticized conduct of the strike.

Wical was elected chairman of the Press Unit and Gene Whitney, chairman of the Plain Dealer Unit.

J. William Blatz, ANG Director of collective bargaining, and International Representative Bob Bruner remain on the scene. ANG Secretary-Treasurer Charles A. Perluk was a recent visitor.

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

Letters relating to elections or requests to appear in the issue preceding distribution of ballots and ballots printed the start of voting shall be confined to rebuttal of material already published.

job in what anyone would concede is a tough assignment.

It seems to me the entire ANG owes a vote of thanks to Charlie Crissey. Here's my share of it.

FIRMAN R. LOREE
North Jersey Guild

Open Books, Perlik Tells Publishers

(Continued from Page 1)

comparable to most other industries.

"From behind the curtain of private ownership come the wails of poverty and inability to pay. Who's to say nay, and who will force these claims out into the open for public scrutiny?"

More than 95 per cent of United States cities have monopoly ownership, Perlik noted.

"Press Secretary Salinger denies this trend, as does the American Newspaper Guild," he said. "But who ever heard of a monopoly not making money?"

Perlik noted that Rep. Emanuel Celler's House Anti-Trust Subcommittee is scheduled to open hearings soon on the monopoly trend in newspaper publishing, but he questioned whether either the committee or Salinger's proposed group would obtain the authority "to pry deeply enough into the industry's financial records to get the truth."

Salinger, in an address delivered at a Jan. 18 Printing Week banquet in Philadelphia, urged formation of the study committee as a means of averting prolonged stoppages such as those now gripping New York and Cleveland.

The impartial group, he said, would be able to present the public with a picture of "the difficult problems of current-day newspaper economics as seen through the eyes of those not intimately connected with either of the contesting groups."

Salinger characterized the New York and Cleveland strikes as "intolerable"—a description which Perlik said might better have been spelled out.

In Cleveland, the ANG officer pointed out, the Guild has been on strike over union security, an issue that "has nothing to do with the economics of the two struck newspapers."

"It's intolerable," he declared, "that Cleveland managements have been so intransigent on union security, a contract condition now widespread throughout industry, newspaper and otherwise."

"It is a benefit which the President of the United States has called on the missile industry to grant its workers. Its validity is equally apparent in Cleveland."

The "intolerable" aspect of the New York strike, Perlik asserted, is the action of four non-union publishers in shutting down their newspapers and thus imposing a news blackout on the city.

"Haven't those four hoisted the banner of self-interest over the corpse of public interest?" he asked.

Salinger—a Guild member before he left the industry in 1957—deplored the newspaper monopoly trend as well as labor-management conflicts as "ominous threats" to the nation's sources of information.

"We have in past years seen too many cases of great cities in the United States become monopoly newspaper towns," he said. "I do not criticize the monopoly paper per se, but I do feel it regrettable that the people in these great cities do not have the opportunity of multiple ownership and competition."

"When you add to this the fact that in many of these cities the monopoly news operations also own key radio and television outlets in the same cities, the problem of press centralization becomes most apparent."

Montanez Wins Award

(Continued from Page 1)

21, picked Montanez from a field of five nominees for the award, which is given for outstanding local leadership. The prize is a \$1,000 labor-study scholarship.

Other entries were Robert Keane, chairman of the New York Guild's Daily News unit; Morton Mintz, chairman of the Washington Guild's Post unit; Jean B. Treacy, president of the Utah Guild, and several members of the Twin Cities Guild.

Twin Cities nominated the entire membership of the strike policy committee that guided Guildsmen through a 114-day strike last year at the Minneapolis Star & Tribune. Committee members were Angelo Cohn, Frank Wright, Samuel Rorer, Matier Cross, George Letness, Harold Chucker, Timothy Blodgett, Alan C. McConagha and William E. Anstett.

Montanez, a Guild member while working at the New York Post, took the Guild back with him when he returned to San Juan. Employed in the commercial department of the San Juan Star, he organized a Guild unit there at a time when no paper on the island had a unionized editorial staff.

Organization of the Star unit in 1961 was followed by a similarly successful drive at Puerto Rico's largest paper, El Mundo, last year. Montanez was instrumental in the Guild's victory against opposition by both management and the Teamsters union.

He assisted in negotiating the first contract at the Star, in which wage increases ranging up to \$45 a week were achieved.

Montanez was elected treasurer after the local was chartered last February and became local president.

dent the following November.

The judges, in announcing their decision, hailed both the number of entries and the accomplishments of the nominees.

"In a period of crises for the Guild," the judges said, "it is heartening to note the continued emergence of dedicated and courageous leadership at the local level."

"The work of Brother Treacy demonstrates the extent to which aggressive and determined leadership can correct inequities of long standing and bring materially improved conditions to a small local."

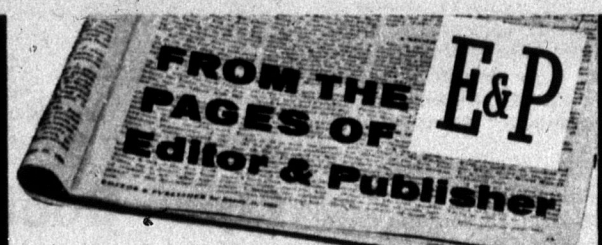
"In contrast, the record of Brother Treacy is an outstanding example of education, perseverance and application to the thorny problems in a large local."

"Both Brother Keane and the Twin Cities committee gave heartening displays of the finest type of Guild leadership in the most trying ordeal a local can face—a strike."

"The committee was agreed that any of the entrants was a worthy of recognition and reward. However, in reaching its decision, the committee was impressed by the unusual aspects of Luis Montanez' accomplishments in Puerto Rico."

"He was working in the first 'frontier' organizing project the Guild has faced in many years. Removed by more than 1,000 miles from the American mainland, he almost singlehandedly sparked the interest in union organization."

"The committee felt that by his unceasing and courageous efforts in the new Puerto Rico local, Brother Montanez has brought a shining light on a new Guild horizon."



EVEN UNPUBLISHING IS NEWS TO E&P

New developments in the strikes that shut down 9 dailies in New York and two in Cleveland were the hot news items of Vol. 96, No. 2. And E&P was right on the job reporting the actions of the Board of Public Accountability investigating the New York shut-down (page 9) . . . Cleveland's Mayor Locher, who kept them talking in his city (page 10) . . . cuts in pay for newsmen still on the job (page 11) . . . the spouting of more stop-gap newspapers (page 12) . . . how the New York retailer is faring without newspaper media (page 17). All in addition to E&P's regular features. Need we repeat that you get complete coverage of the newspaper industry in each issue of E&P?

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3 Judges Selected For Broun Award

A New York congressman, a Washington newspaper editor and a Canadian radio correspondent will select the winner of the 1962 Heywood Broun Award.

The panel of judges for the contest, which closes Feb. 1, was announced this week by C. Joseph Beaulieu, chairman of the awards committee. They are:

• Rep. Leo W. O'Brien, a ten-year member of Congress and former New York legislative correspondent.

• J. R. Wiggins, editor and executive vice president of the Washington Post and past president of the American Society of Newspaper Editors.

• James M. Minifie, Washington correspondent for the Canadian Broadcasting Corp. and a former European correspondent for the New York Herald Tribune.

They will meet in Washington Feb. 16 to select the winner, who will receive the contest's \$500 award and a Guild citation.

The Broun Award is given annually for journalistic work performed in the crusading spirit of Heywood Broun, the Guild's founder and first president.

Employees in the Guild's jurisdiction on newspapers, news services, magazines, radio and television stations in the United States, Canada and Puerto Rico are eligible, regardless of whether they are Guild members.

Two of the judges, O'Brien and Wiggins, are award winners in their own right.

O'Brien was twice the recipient of an Ohio State award for the best radio commentary of the year and won a similar honor from Sigma Delta Chi, national journalism society, for both radio and television commentary. He was also the first winner of Albany newspapermen's "Man of the Year Award" and of an alumni award for best reporting at the state capitol.

Carl T. Rowan Chosen As Envoy To Finland

President Kennedy gave the Guild its first member with ambassadorial status Jan. 19 when he named Carl T. Rowan envoy to Finland.

Rowan, a member of the Twin Cities Guild, has been Deputy Assistant Secretary of State for Public Affairs for the past two years. He will be the first Negro to serve as a U. S. ambassador in Europe.

Rowan, who is 37, was an award-winning newsmen with the Minneapolis Star and Tribune before joining the State Department. In 1956 he became the only person ever to win three consecutive awards from Sigma Delta Chi, national journalism society.

He is the author of four books, "South to Freedom," "South to Sorrow," "The Pitiful and the Proud" and "No Need for Hunger," the first two dealing with racial problems in the United States and the other two with the Far East.

Rowan was the banquet speaker at the Buffalo Convention last summer.

Wiggins holds a John Peter Zenger Award from Arizona State University for contributions to freedom of the press, an award from the National Association of School Administrators for contributions to the national welfare, the University of Missouri's award for distinguished service in journalism, and a similar honor from Colby College.

O'Brien had a 30-year career on newspapers, radio and television behind him when he was selected to Congress from Albany in 1952. A former member of the Albany Guild, he served as a political writer for four newspapers, including the New York Times, and was Albany bureau manager for International News Service.

Wiggins was assistant to the publisher of the New York Times before coming to the Washington Post in 1947. Prior to that, he had been editor of the St. Paul Dispatch and Pioneer Press. He was a charter member of the Twin Cities Guild.

Wiggins is the author of "Freedom or Secrecy," published in 1956.

The third judge, Minifie, is also the author of a book—"Peacemaker or Powder-Monkey," published in Canada two years ago. Minifie worked in Paris, Rome, Madrid and London for the Herald Tribune, covering the Spanish Civil War and losing an eye in the wartime bombing of London. He was twice expelled from Italy by Mussolini.

Guild Unit Certified At Ontario Weekly

Toronto, Ont.—The Ontario Labor Relations Board has certified the Toronto Guild as bargaining agent for nine nonmechanical employees of the Burlington Gazette.

The board acted after the Guild submitted a petition signed by more than the required 55 percent of editorial, advertising, commercial and circulation employees.

The Gazette is the first Canadian weekly at which the Guild has been designated collective bargaining agent.



CARL T. ROWAN



J. R. WIGGINS



JAMES M. MINIFIE



LEO W. O'BRIEN

Historic Blaze

Hingham, Mass.—Reputed to have been built in 1640 by forebears of Abraham Lincoln, the Thomas Lincoln homestead, a historic landmark at Mars Hill, was partially destroyed by fire Dec. 28.

The house, originally an 11-room Cape Cod-type place, was being rehabilitated by its new owners, ANG International Representative and Mrs. Ed Allen. It was unoccupied.

The Hingham Historical Society, which has interested itself in the project, has indicated it may aid the Allens in restoring the main portion of the house.

Food Parley Attended by Rosenstock

The importance of food as an instrument for world peace was discussed at a meeting of the executive committee of the American Food For Peace Council here Jan. 22.

ANG President Arthur Rosenstock represents the Guild on the committee.

The Food For Peace Office was established by President Kennedy to coordinate the use of American food resources in a worldwide attack on hunger.

Tuesday's discussion, according to Rosenstock, pointed up the dynamics of food in a world that constantly speaks of the struggle for men's minds with the certain knowledge that the struggle starts with the undernourished.

"This is not a giveaway project," Rosenstock explained. "It is a trilogy comprising altruism, patriotism—and even the profit motive—for it has been established that proper nutrition is changing the growth pattern in nations and even their food patterns, changing rice-eating nations into wheat-consuming nations, for example."

Following a session in the executive office with Richard W. Reuter, special assistant to the President, the committee members were luncheon guests of Sen. George McGovern (Dem., S.D.) in the Vandenberg Room at the Capitol.

Flanking Sen. McGovern at the luncheon were Gen. George D. Aiken (Dem., Vermont) and Sen. Hubert H. Humphrey (Dem., Minn.).

On Brink Of A Strike, BNA Wins \$197 Top

With a strike deadline looming, Washington Guild negotiators and the Bureau of National Affairs reached agreement Jan. 10 on a contract that will raise the top editorial category to \$197.05.

The BNA, a capital reporting service, agreed to pay raises of 2½ percent, increasing minimums by from \$2.50 to \$4.70. Further increases of from \$2 to \$9 for most members will result from the addition of an extra step to the automatic progression program.

Agreement was hammered out shortly before midnight and approved by the unit by a 43-20 vote the next day. BNA Guildsmen had voted to strike Jan. 11 if no settlement was reached.

In addition to the wage increase, the new one-year contract provides for company assumption of a 35-cent increase in medical insurance coverage, payment of time and a-half after 38½ hours, an increase in the overtime cut-off from \$150 to \$185, a two-week increase to 22 weeks in the severance-pay maximum, and other fringe improvements.

Carlton Ihde Dies; Chicago Official

Chicago, Ill.—Carlton H. Ihde, 34, executive director of the Chicago Guild, and former ANG staff member, died Jan. 12 at his home in Palos Hills. He was mayor of that village.

Ihde had been a Guildsmen since 1953.

As a member of the Daily News staff, he was negotiations spokesman and grievance chairman.

As secretary of the Chicago local—a post he held for several years—he is credited with remodeling and up-dating the local's by-laws. He also served on the executive board.

Ihde was active in the Guild until the day of his death, having worked at the Guild office and attended membership and board meetings on the day before he was stricken.

Ihde was a reporter for the

Daily News from 1953 to 1960 and its religion writer for four years. Before that he was an assistant editor of Popular Mechanics magazine.

He left the Daily News in 1960 to become an ANG international representative. While an IR, he organized the Elgin Unit of the Chicago Guild. He assumed his Chicago post last fall.

Funeral services were held Jan. 14, with ANG Secretary-Treasurer Charles A. Perluk, Jr., attending. Burial was in Bethania Cemetery. Palos Hills village officials were pall bearers.

Ihde leaves a widow, Margaret, and five children.

ANG Vice President Marshall W. Schiewe has taken a leave of absence from the Sun-Times to handle Ihde's duties until a full-time successor is named.

Knight Heads POI Council

Pittsburgh, Pa.—Jerry Knight of Youngstown was elected president of the POI District Council at the group's annual meeting here Jan. 19 and 20.

Knight succeeds Craig Wilson of Akron, who stepped down after serving two terms.

Other new officers are Jack Weir of Cleveland, first vice president; Robert Gilson of Erie, second vice president; Brian Murray of Massillon, secretary, and John Edgington of Columbus, treasurer.

Edgington defeated the incumbent treasurer, Helen Minear of Pittsburgh, in the only contested election, 25½ to 20½.

Ellis T. Baker, the Guild's director of research and information, conducted a two-day training institute on "Guild Wage Goals and Wage Bargaining." He was scheduled to conduct a similar institute at a meeting of the Midwest District Council in Chicago, Jan. 26 and 27.

Free Riders Assailed By Board

Enjoyment of the fruits of representation without payment of one's proportionate share is just as repugnant as taxation without representation.

That's the conclusion of the President's Boeing Aerospace Board, a three-man mediation group appointed by President Kennedy in the dispute involving the Boeing Co. and the Machinists. The board consists of Patrick J. Fisher, Lewis M. Gill and Saul Wallen.

"It is scarcely necessary to review the arguments in support of the inclusion of a union shop clause in a contract between these parties," the board said in its report.

"We shall note only that we are especially impressed with the 'free rider' argument.

"The union by law is the bargaining agent for all the employees in the unit. The benefits it negotiates must be granted to all employees, members and nonmembers alike. Neither it nor the company can discriminate by limiting the benefits to union members alone. Hence nonmembers automatically benefit from the union's negotiating efforts.

"But only the union members foot the bill.

"This condition inevitably rangles the nearly three-fourths of the Boeing employees who carry the full cost. The resentments engendered must be a divisive influence in the work force, a morale depressant with concomitant effects on efficiency.

"It is axiomatic that taxation without representation is tyranny. The reverse is equally true. The enjoyment of the fruits of representation without payment of one's proportionate share of the cost is similarly repugnant.

"The inequity inherent in an arrangement under which a minority enjoys the benefits of collective bargaining, while paying none of the cost, is especially acute in the case of future employees.

"We do not agree that a requirement that all present employees join a union as a condition of continued employment violates any basic or inherent rights. However, we can understand that an employer might be reluctant to impose such a requirement on employees previously hired with the understanding, expressed or implied, that union membership would be a matter solely of their choice.

"But we discern no logic in the notion that a requirement of union membership after 30 days deprives a person not yet hired of anything.

"We turn next to the contention that the union shop or some other form of union security stronger than the present maintenance of membership provision 'strengthens the enemy' and this represents



JACK HOWARD

Howard New Henning Aid

Jack Howard, who served on the American Newspaper Guild's International Executive Board from Nov. 1, 1957, to May 4, 1960, is now special assistant to Under Secretary of Labor John F. Henning.

Appointment was made by Labor Secretary W. Willard Wirtz. Howard, since the spring of 1960, chief investigator of the House Government Information Subcommittee, was labor editor of the San Francisco Chronicle for eight years. He was active in the Guild at both the local and international levels.

He worked in 1957-58 as a congressional fellow of the American Political Science Association.

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"The Boeing Co.'s rather cynical argument that the union is an 'enemy,' bent on mortal combat with the company, is in our view not only factually unsound but also goes a long way toward explaining why this dispute has been so difficult to settle. We are convinced that if the Boeing management would reconsider its basic approach to the relationship, it would find the union more than willing to meet it halfway.

"It is for the foregoing reasons that we see positive benefits in the union shop for these parties. If we had been given the powers of arbitrators, we would not hesitate to make an award granting the union shop under the circumstances.

Love's Labor Wins

Tokyo, Japan—Unionists formulating new contract proposals are expected to give serious consideration to incorporating love allowance.

For the Kyomeisha musical instrument company's 130 employees in Ima, central Japan, the system as developed by Munyaki Kitahara, company president, works in this manner:

When a male and female worker inform Kitahara they want to go steady, he officially proclaims them in love and provides each with "love allowance" of 500 yen (\$1.38) a month—the cost of two movie shows with a snack after each.

★★★ Soap Opera

NLRB Unearths More Poetry Than Truth In Right-To-Work Group's Tear-Jerker

The National Labor Relations Board has ruled, in essence, that a vicious anti-labor film made by the National Right-to-Work Committee is fiction, not fact.

The board decreed last month that an employer's showing of the film, "And Women Must Weep," a day before a representation election in Chicago constituted sufficient grounds to invalidate the vote.

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The film, widely circulated by right-to-work proponents, purports to tell the story of a 1957 IAM strike at the Princeton, Ind., plant of the Potter-Brumfield Co.

Two versions have been made—one to be used in connection with right-to-work campaigns, the other to defeat union organizing drives.

The film portrays the union as calling the strike without membership consent, importing outside goons and conducting a campaign of violence, including the shooting of a strikebreaker's infant child.

The NLRB majority, in setting aside a Teamsters union defeat at the Chicago plant of Plochman & Harrison-Cherry Lane Foods Inc., paid tribute to the competence of the cast and the excellence of the production—but said it involved "poetic license."

"There is no evidence," the board said, "that the excessive acts of reprehensible and unlawful conduct attributed to the union in Princeton, Ind., and by association to all unions, occurred as portrayed by the actors in the picture."

Aside from contempt-of-court findings against both the company and the union for violating an injunction, the board stated, there was "no evidence" of illegal acts during the walkout.

The IAM, which has denounced the film as "cleverly salted with fictitious events that never really happened," has produced a rebuttal film, "Anatomy of a Lie."

Point and counterpoint in the two films include the following:

● The anti-labor production represents the union president as a burly figure who bullies the members into striking over his discharge. The IAM film portrays the real president—a grandmotherly woman who urges the workers not to strike on her account.

● The NRTWC film depicts the strike vote as one taken by a dozen members at a hushed-up meeting. The IAM reply shows it was taken by 400 workers convened in an armory.

● "And Women Must Weep" presents most of the strikers as men to reinforce its depiction of violence. The rebuttal film demonstrates that an overwhelming majority of the union members were women.

● The anti-union film presents the shooting of a strikebreaker's baby as the action of union goons. "Anatomy of a Lie" shows both the sheriff and the infant's father declaring there was no evidence tying the shooting to the strike.



'Basic Truth': At left, the brutish figure depicted as the union president who browbeats workers into striking in the right-to-work film, "And Women Must Weep." At right, the real president. The National Right to Work Com-



mittee has filed a complaint that the National Labor Relations Board "committed a grievous wrong in circulating unsupported charges and insinuations which undermine confidence in the basic truthfulness of our film."

'Right-To-Work' Rallies Ultra-Right

Who are the men behind the National Right to Work Committee, coordinating organization for the legislative drive to outlaw the union shop?

To a great extent, they are leaders and supporters of the John Birch Society and other ultra-reactionary groups.

E. S. Dillard, the NRTWC's first chairman and still a director, is a Birch Society endorser. And Glenn A. Green, a society member, is the committee's vice president and director of information.

A Washington Post reporter who wrote on the activities of the Birch Society in Wichita, Kansas, concluded that "the leadership of the Birch Society overlaps heavily with the leadership of the organizations that successfully campaigned in 1958 for a right-to-work amendment to the State Constitution."

Two of the Wichita Birch leaders, Leonard Banowitz and Robert Love, were among the main speakers at the NRTWC's 1961 national seminar in Chicago.

Banowitz, a Birch Society field coordinator, is chairman of the Kansas State Chamber of Commerce's labor relations committee. Love, a member of the society's national council, was an NAM director for five years.

S. Rayburn Watkins, another Birch Society member, also addressed the Chicago seminar, as did former Kansas Rep. Wint Smith, a Birch backer.

The NRTWC roster is heavily larded with members of other ultra right-wing groups—a predictable identity in view of the fact that the committee was officially represented at a 1962 convention of such extremist organizations as the Birch Society, National Indignation Convention and Young Americans for Freedom.

Following are the associations of some other NRTWC directors:

● Rev. Howard E. Mather: leader of the Christian Freedom Foundation.

● Rev. Frederick C. Fowler: a speaker at meetings of Billy James Hargis' Christian Crusade and a director of the Christian Freedom Foundation.

● Charles E. Daniel: a mem-

Moment Of Truth

What's the real motive behind the drive for "right-to-work" laws? One of its proponents let the secret drop during a 1958 debate in Ohio.

"Yes, it WOULD weaken unions at the bargaining table," said Prof. Russell Decker of Bowling Green University. "That is one of the purposes of the right-to-work proposal."

Make it the "right-to-work-for-lower-pay" law.

ber of the right-wing American Good Government Society.

● Eugene B. Germany: president of Lone Star Steel and a major contributor to right-wing organizations.

● Father John E. Coogan: a frequent contributor to the ultra-right publication, Human Events.

The super-reactionary Committee for Constitutional Government—whose former chief, Edward Rumely, was convicted of being a German agent during World War I—has been a big contributor to the right-to-work financial war chest.

During the Ohio right-to-work campaign in 1958, the CCG's Toledo branch, for example, raised contributions of more than \$500 a head from businessmen.

At least two directors of the Christian Freedom Foundation are affiliated with state right-to-work organizations—Rev. Ver-

nelle Dyer in Maine and Rev. William S. Wise in Pennsylvania. William T. Harrison, president of the NRTWC, and three other committee representatives were featured panelists at the 1959 national meeting of the far-out Conservative Society of America, run by Kent and Phoebe Courtney. And L. A. Hooser, a vice president, was featured at the society's 1961 meeting.

NRTWC leaders who have appeared on broadcasts of the right-wing Manion Forum include Dillard, Donald R. Richberg, Rev. Edward Greenfield and Reed Larson. Both Dillard and Germany are official endorsers of the Forum.

Many of the ultra-right organizations and their leaders have been prominent tub-thumpers for right-to-work laws. Hargis, head of the Christian Crusade, for example, has pronounced himself an emphatic supporter of the campaign.

In Florida and Arkansas, the notorious Christian American Association, both anti-Semitic and anti-Negro, was prominent in right-to-work campaigns. In Arkansas, the Veterans Industrial Association, a strikebreaking organization, was another ardent supporter of the right-to-work drive.

In Indiana, Louis Ruthenberg, a Birch Society council member, and James L. Doenges, a Birch endorser, were both active in right-to-work campaigns; in Missouri, another Birch council member, F. Gano Chance, was among those in the forefront.

'Program For Progress'

Preservation of the states' power to enact "right-to-work" laws is part of a ten-point labor legislative program advanced by the U.S. Chamber of Commerce as the 88th Congress convened.

Other planks in the program would put labor under the antitrust laws, take away the NLRB's jurisdiction over unfair labor practices by employers, curtail the U.S. Employment Service and prohibit "restrictive" union work rules.

The Chamber said it will oppose any attempt to extend the Fair Labor Standards Act, bring about a shorter work week, modify the emergency strike provisions of the Taft-Hartley Act or enact equal pay for women.

Furthermore, the arbitrator finds, had the janitor not wanted his job and had he intended to provoke his discharge, he would not

'Motive Needed In Firing'

San Jose, Calif.—To establish self-provoked discharge, in the opinion of Arbitrator James R. Hemingway, the employer must show not only that he was intentionally goaded by the worker into discharging him, but also that the worker's motive was a desire to receive his severance pay at that particular time.

In a Guild case involving a janitor discharged by Northwest Publications, Inc., Mercury-News publisher, Hemingway ordered that the discharged employee be paid seven weeks' severance pay plus two weeks' notice pay.

Although the Guild did not seek reinstatement at the request of the grievant, it did not concede that cause for his discharge really existed.

The janitor, the arbitrator found, had neither been guilty of gross misconduct nor was his discharge self-provoked.

The employer, explains Hemingway, "is somewhat vague" in identifying the act that provoked the discharge "but appears to rely on the entire history of deviation" from perfect performance, his failure to perform his duties to the employer's satisfaction after having been told to improve, "his failure to perform his duty on a certain specified day and "an apparent falsehood" in claiming that his failure to sweep the stereotype department on the specified day was because of men working there.

"Such conduct may have irritated the employer," Hemingway concedes, but it was not sufficient under the Guild contract to establish that the worker provoked his discharge.

"To deprive himself of the right to notice and to severance pay" (the janitor), must have deliberately goaded the employer into discharging him with the ulterior motive of gaining severance pay which he would not have been entitled to if he had voluntarily quit.

"I find no deliberate goading. To establish the existence of the requisite motive, the evidence would have to prove that (the worker) desired to terminate his employment."

While the evidence, Hemingway says, shows that the janitor told the supervisor who discharged him that the supervisor had beaten him to the punch, "this did not mean that he had already made plans to quit and was trying to get discharged in order to receive severance pay."

"An employee who requires a source of income does not, as a rule, quit gainful employment until he sees another source of income."

"None was shown here. The fact that he might have expected, in the indefinite future, to quit would not justify a conclusion that he wanted to be discharged in the week of May 17."

"Yet, to accept the employer's position that he provoked his discharge would be to assume that (the employee) desired discharge immediately."

Furthermore, the arbitrator finds, had the janitor not wanted his job and had he intended to provoke his discharge, he would not



Something To Remember: A framed negative of his last Page One—that of January 11—is presented to Charles Edward Crissey (right), retiring editor of the Guild Reporter, by ANG Secretary-Treasurer Charles A. Perlik, Jr. Perlik also presented Crissey with a gold Guild pin. Crissey received another plaque—a memento from members of the composing room at Nave Typographic Service, which sets up the G.R. Crissey and Mrs. Crissey were guests at an informal get-together honoring the retiring editor at which the presentations were made.

likely have indefinitely postponed an intentional act of provocation.

"However," he adds, "even then, I find his conduct was not inconsistent with an intent to provoke his discharge."

"Had he intended, by neglecting his duty on May 14, to invite discharge, he might have been expected to act on May 16 in such a way as to make sure that he was discharged, by repeating his neglect of duty or otherwise inviting immediate discharge."

"The employer's suggestion that (the janitor) deliberately lied about the presence of an employee in the stereotype room . . . in order to invite his discharge is attributing to (the employee) a greater degree of subtlety and finesse than appears to me to have been likely."

"An employee accused of failure to perform his duty does not normally attempt to give a false excuse expecting to have the falsity discovered, much less that he would do so for the purpose of having that discovery used as cause for his discharge."

Pointing to management contention that the janitor provoked his discharge by repetition of failures to perform his duties extending over a long period of time, Hemingway finds that such conduct does not appear to have been designed to provoke discharge.

"The word 'misconduct' means misfeasance rather than nonfeas-

ance—an affirmative improper act rather than an omission. The expression 'gross misconduct,' connotes something more than ordinary misconduct. One dictionary synonym for 'gross' is 'flagrant,' which, as applied to conduct in the line of duty, means egregious, if not shocking."

The janitor's "unsatisfactory performance appears to me to be more of a result of nonfeasance or lack of care than misfeasance or wilful wrong doing . . . The seriousness of the consequences of an act, as well as the spirit in which it is performed, bears on the evaluation of it as merely misconduct as distinguished from gross misconduct."

"An act which endangers life or property might readily be considered gross misconduct, even if not done wilfully, whereas one which causes inconvenience but no danger would be less likely to be considered as gross misconduct. Likewise an act performed maliciously or wilfully would be more likely to be considered gross misconduct than an act performed thoughtlessly or negligently."

"None of the facts or omissions of the janitor, Hemingway concludes, assume the properties of gross misconduct."

Fred Fletcher, SFONG's executive secretary, handled the case for the San Jose Guild.

Portland, Maine, Turns 25

Portland, Maine—Twenty 25-year pins were awarded when the Portland Guild recently observed its 25th anniversary.

Receiving 25-year pins: Kenneth Berry, Frank Bent, Margaret Brink, Harold Bulger, Blaine Davis, George Davis, Philip Erick, Myrtle Fogg, Raymond Gailey, William Galbraith, Bernice Gill, Robert Hawkes, Frank Herrick, Clara MacLaren, Walter

Martelle, Warren Nason, John Olson, Fred Poore, Guy Sinclair and Helen Tierney.

Past presidents honored were: Laurence P. Crowley, Richard A. Hebert, Berry, Gailey, Erick, Davis, Edward D. Talberth, Galbraith, Leonard J. Cohen, John F. Hunt, Otis C. Williams, Victor A. Schlich, Waldo E. Pray, Merton G. Doyle, Richard G. Kendall and C. Hasty Thompson.

'ITU' Defeat Would Set Clock Back A Century'

A contribution to the New York strike represents an investment in the very existence of our union, the Bulletin of the North Jersey Guild emphasizes in a recent issue.

"Why is the Guild supporting the Typographical Union?" it asks.

"Because the Typographical Union supported the Guild, in the eight-day strike this year at the New York News and in the 11-week strike at the World Telegram & Sun of years ago.

"More importantly, if the Typographical Union is beaten in its strike, then the Guild and every newspaper union is beaten and the defeat will manifest itself very quickly in the next round of contract negotiations.

"Is the Guild trying to convince the Typographical Union to make a quick settlement?"

"No. The printers didn't tell the Guild how to run their strikes and Guild leaders feel the printers have an equal right to solve their problem without meddling.

"Why didn't the printers accept the 'package' given the Guild?"

"In the first place, the job structures, work conditions, work rules, pension and retirement programs, and historic practices of the printers vary greatly from those of the Guild. It is difficult, if not impossible, to equate a dollars-and-cents 'package'.

"In the second place the printers seek a number of benefits which the Guild has enjoyed so long it almost considers them routine. Among these are severance pay, extended sick pay and others.

"What are the prospects of early settlement?"

"Slim.

"When a federal mediator announced that there was a chance the strike would last to March, it was a tipoff that strike insurance had entered the picture.

"To insiders it is apparent that the publishers have taken the po-

sition with the printer and the mediator:

"We're collecting strike insurance, we're going to continue to collect it for weeks and we have no intention of settling before then except strictly on our terms. We can hold out that long. Can you?"

"What about the prospect that two or more papers never will reopen and hundreds of employees will be out of jobs?"

"The reports that a couple of New York papers are in financial trouble have been common knowledge for several years.

"This is the result of the intense competition in New York, not of union demands. The good papers will survive regardless of the union contracts. The poor ones will fail by the same token.

"The financial plight of one morning paper is the direct result of a garbage applied and tightened by its morning competitor.

"Both papers sell for five cents while all the other New York papers charge 10. The 'weak sister' morning paper could be bailed out by a price increase to 10 cents but it doesn't dare because its wealthy competitor holds the line at a nickel.

"What will happen if the printers lose the strike and are forced to settle on management's terms?"

"The unions in the newspaper industry will have been back 100 years, if not destroyed.

"They will be broke financially and management will know it.

"Arrogant publishers all over the country will offer contract retrogressions or no contracts at all on a 'take it or leave it' basis. They will have beaten down the big fish and will have no fear of the small.

"This is the picture in New York.

"This is why your assessment payments and your contributions to the strikes represent an investment in the very existence of your union, your contract and its wages and working conditions."

ANG Tightens Its Belt

(Continued from Page 1)

York Guild, at a membership meeting Jan. 21.

Benefits will be discontinued after Feb. 1, when Guild members and other idle New York newspaper workers will become eligible for unemployment compensation.

Unemployment benefits will range from \$10 a week to \$50, with a cutoff at 50 percent of salary. They are payable for 26 weeks.

Perlik voiced regret at the necessity of discontinuing New York benefits, citing the strained condition of the Defense Fund.

Perlik emphasized, however, that income to the Defense Fund will be sufficient to continue benefit payments to 500 striking Cleveland Guildsmen, who are ineligible for unemployment compensation under Ohio law.

He urged all Guild locals to continue contributions to both the New York and Cleveland Guilds.

By the time lockout benefits expire in New York, Perlik estimated, the ANG will have paid out almost \$1,100,000 in New York and Cleveland. The New York Guild has paid an additional \$800,000 to locked-out Guild members.

The ANG has already borrowed \$500,000 to pay the benefit bill, Perlik pointed out. Additional monies may have to be borrowed to meet benefit payments in Cleveland, he stated.

Assessments will have to be continued for at least a year to pay back the loans and restore the Defense Fund to its constitutional minimum of \$500,000, he said.

Potokar told the New York Guild membership that the local has had to cash government bonds and raise a new \$150,000 mortgage on its headquarters building to help meet its share of the benefit bill.

The Guild has been paying a quarter of a million dollars a week in New York benefits—25 percent of the million-dollar benefit bill of all nine unions affected by the shutdown.

The ITU has exhausted its \$1.2-million strike fund as a result of the New York stoppage. Benefits are now being paid from the New York ITU local's own strike fund.

ITU members will vote Feb. 6 in a nationwide referendum on a year-long 3 percent assessment on all earnings to enable the international to continue strike and lockout benefits. A 1½ percent assessment is already being paid.



Solidarity March: More than 5,000 New York City trade unionists demonstrate in front of the Times Building in support of striking ITU printers. Guild members joined in the march. New York Guild Photo By Harry Grogan

Parleys Resume In NY Strike

(Continued from Page 1)

● The newspaper unions' unity committee reiterated its backing of the striking printers, and more than 5,000 New York unionists demonstrated in support of the ITU.

● New damage suits—including one by a Guild member—were filed against the four publishers who locked out their employees.

● A three-member Board of Accountability accused the ITU of deliberately seeking a strike, ignoring the publishers' lockout on four of the papers. (See editorial on Page 8.)

● The New York Guild announced that lockout benefits will end after Feb. 1, when members become eligible for unemployment benefits. (See story on Page 1.)

The unity committee, in its telegram to the publishers, charged that the owners had failed to engage in "true collective bargaining" with the typographers.

Mediators, in arranging new talks, invited the unity committee to sit in on negotiations as observers.

Its unanimous call for "continuous negotiations" echoed a Guild resolution adopted the night before at a meeting of more than 2,000 members in Manhattan Center.

Sponsored by Edward Easton, Jr. of the World-Telegram & Sun, Oliver Pilat of the Post and Peter Kihss, Farnsworth Fowle and George McNickle of the Times, it pointed out that 14,000 members of nine other newspaper unions are affected by the dispute.

The resolution offered the Guild's cooperation in helping to reach an agreement and suggested that "all sides—mediators, publishers and printers—consider the advisability of bringing in fresh personnel" to aid negotiations, "if need be."

A second resolution, introduced by McNickle, accused the publishers of imposing a news blackout on the public and economic hardship on their employees by shutting down the Herald Tribune, Post, Mirror, Long Island Star-Journal and the Queens edition of the Long Island Press.

It called upon the four publishers to resume immediate publication "to restore to the city the essential flow of news and advertising."

The Guild rejected by almost two to one a proposal by Anthony Lewis of the Times' Washington Bureau that would have called for the appointment of a Presidential settlement board similar to that created in the dock strike if publishers and the ITU were unable to reach agreement in a week.

The publishers, for their part, in rejecting Salinger's proposal, went on record as declaring that "the normal processes of collective bargaining" hold the only hope of reaching a solution of the strike.

The Board of Accountability, appointed by Wirtz, Rockefeller and Mayor Robert F. Wagner to investigate the shutdown, produced no recommendations to end it.

Amory H. Bradford, the publishers' chief spokesman, led the walkout after the ITU had recessed for a caucus to detail its demands. Bradford said the publishers broke off the session because the ITU "evidently had no new offer to make."

"If the union had done that," Powers told reporters, "we would be accused in the press of irresponsible action."

Four days before the rupture, the printers had reduced their wage demand by \$1 a week, and publishers had raised their package offer by 50 cents in the first negotiating movement since the strike began.

The walkout came on the same day that representatives of unions throughout the city picketed the Times in a massive display of solidarity with the printers. Sound trucks and placards voiced support of the ITU's demands.

ITU members, at a meeting of their own, overwhelmingly backed their officers' conduct of the strike and Powers' refusal to appear before the Board of Accountability. The board had castigated Powers for declining to testify.

New antitrust suits against publishers of the four papers that locked out the employees included a \$6,675,000 action by 13 pressmen. The pressmen's union had previously sought \$1,409,000 in damages.

The locked-out pressmen sought a court order forcing the four papers to resume publication, charging that the shutdown agreement was a conspiracy in restraint of trade.

A similar suit was filed by Norman Brown of the Guild's Mirror unit before the pressmen's action. Brown, a copy editor, is asking for lost wages and punitive damages.

The Board of Accountability report was criticized by Thomas J. Murphy, executive vice president of the New York Guild, at the Jan. 21 mass meeting.

Murphy reported that he and M. Michael Potokar, secretary-treasurer of the Guild, had testified on behalf of the ITU's contract demands before the board and had cited publishers' strike insurance.

"None of the Guild's testimony got into the report," he asserted. "These three judges came in to do nothing, and they did nothing," Murphy declared.

The Guild leader was sharply critical of publishers' representatives for stalling out of a Jan. 16 meeting with the ITU—an action also castigated in the Guild's official resolution.

"The truth is, E&P, that the increase in the number of pages, according to their own figures, is exactly 1,275 or 2 percent compared to the higher revenue figure about which they brag."

Local Copy

A PAGE FOR OFFICERS AND STEWARDS

Measure Ads By \$\$, Not Lines, Says E&P

Newspapers would be better off competitively with other media if advertising were measured in dollars instead of agate lines, Editor & Publisher, the magazine of the industry, maintains.

In an editorial in its Jan. 12 issue, it notes that magazines have started to join radio and television in that type of measurement.

"The point is," says E&P, "that a small increase in rates can change a slight increase in lineage or a lineage loss (which looks bad) into a dollar gain (more money invested in the medium by advertisers) which represents a healthier picture."

For instance, it notes "The Magazine Publishers Association now boasts that the magazine industry had its best year in history in 1962 with a 5.4 percent increase in advertising income. The release brags that this represents 'an increase in the number of pages of advertising to 71,361 pages.'"

The truth is, E&P says, "that the increase in the number of pages, according to their own figures, is exactly 1,275 or 2 percent compared to the higher revenue figure about which they brag."

NY's 'Dying' Papers Ignore Their Obits

New York City—The city's so-called marginal newspapers show obstinate signs of vitality despite rumors that the prolonged city-wide shutdown may result in their death.

One of the prospective corpses has even taken the trouble to deny reports of its approaching demise.

Charles B. McCabe, publisher of the Mirror, scoffed at rumors that the Hearst-owned paper will suspend permanently or merge with another paper. "Absolutely no truth in them," he said of the reports.

The Mirror is preparing to resume publication as soon as the strike is settled and "will be around for a long time," McCabe declared.

The Hearst Newspapers boasted of the Mirror's health in a full-page ad published in the Dec. 29 issue of Editor & Publisher.

Headlined "Hearst Is First," the ad reported 25 consecutive months of circulation gains for the morning tabloid, giving it the second largest circulation in the nation.

An E&P reporter who toured the city rooms of New York's shut-down papers found both the Mirror and the Journal-American buzzing with preparations to roll once the strike is ended.

"We're working on reopening plans," said promotion manager Ted Clodius of the Mirror.

At the Journal, the promotion department was also humming.

It cites newspapers in contrast.

Media Records' 52-city report for 11 months, it states, shows a 1.1 percent increase in lineage which (on the basis of 2,400 lines to the page) represents 1,200 pages for those few cities for less than a year.

"Since the line rate for newspapers has increased between 3 percent and 5 percent, according to the Association of National Advertising," E&P points out, "it is obvious that the dollar volume of the newspapers in 52 cities would have increased at least 3 percent, and more likely 5 percent."

The first effort of Media Records under the sponsorship of the Newspaper Advertising Executives Association to gather advertising figures in dollars instead of lines was unsuccessful because of lack of uniformity of figures sent in by publishers, the magazine reports. "Some deducted agency commissions and cash discounts; others didn't."

"The result was a hodgepodge that could not be totaled."

"We hope," concludes E&P, "the second effort, soon to be launched, will be more successful in gathering total figures for 1962."

Who's Stopping Them?

New York City—A statement by the New York publishers that they would "continue to seek by every possible method a means of resuming at the earliest date the service of their newspapers to the people of New York," brought from Thomas J. Murphy, New York Guild executive vice president, the comment that the publishers could use normal methods to get out the Herald Tribune, Mirror and Post.

They weren't struck.

Signs have been spotted throughout the city, announcing "The Journal-American will be Back . . . With a Big Surprise For You."

Over at the Herald Tribune, City Editor Murray Weiss disclosed that the paper is planning a "catch-up" section, to be published when the strike is over.

The World-Telegram & Sun was also deep in plans for resumption of publication. Managing Editor Wesley First said executives are meeting regularly to prepare the groundwork.

At the Times and News, which nobody has suggested will go out of business, there was similar activity. E&P's reporter was unable to get into the Post because visitors were being barred unless they had clearance with the publisher.

Health-Care Problem Remains; Will Congress Try To Solve It?

Noting that the social security health insurance was narrowly defeated in the Senate on July 17, 1962, a Political Memo from COPE points out that the problem this legislation is designed to meet remains.

The Memo is presenting a series dealing with major issues before Congress as summarized by the AFL-CIO Department of Legislation.

Regarding the health care problem, the Memo finds that more than 17 million Americans past retirement age still lack adequate protection against the high cost of illness. "Their children—in most cases family heads with children of their own—are subject to crushing financial demands arising from illness of their elders," it reports.

THE NEED

Older people need more medical care than younger people. People over 65 annually use nearly three times as much hospital care (2,332 days per 1,000 aged) as people under 65 (883 days per 1,000). Hospitalization is more frequent among the aged—after age 65 nine out of ten persons are hospitalized at least once, two out of three are hospitalized two or more times. Hospitalization lasts longer—the average hospitalized person over 65 stays twice as long as the average younger person.

Older people have higher medical costs than younger people. Average yearly private spending for medical care of people over 65 is nearly twice as much as the rest of the population.

Older people are less able to pay for medical care than younger people. They have less income—two-person families with a head of 65 or over have a median income of \$2,530 a year—less than half that of younger two-person families (\$5,314). They have fewer assets—four out of ten families with a head 65 or over have either no assets that can be readily converted into cash or less than \$200 in such assets.

Older people have less health insurance than younger people and the insurance they have is less adequate. Only 30 percent of the aged with chronic disabilities have hospital insurance. Only 32 percent of the aged who are 65 or over have hospital insurance. While at least 75 percent of the hospital bill is paid by insurance for 54 percent of those under 65, only 30 percent of those over 65 have as much as 75 percent of their bill covered.

The Kerr-Mills program of relief grants to the indigent aged with health problems cannot meet the need. Half of the states have no Kerr-Mills program at all. Where there is a program, very few get benefits (six out of every 1,000 aged in the United States). A means test—often including relatives—is required, and benefits are usually meager. Administrative costs are high.

The distribution of funds is characterized by massive inequities. For example, Massachusetts has 60 times the number of beneficiaries (36/1,000) as neighboring New Hampshire (0.6/1,000). The average payment per individual varies from \$18.88 in Ken-

Their Cup Of Tea

Sydney, Australia — Free morning tea — and what is a lot more important to them, adequate time in which to drink it — has ended an 11-day strike of the Vehicle Builders Employees Federation at the General Motors-Holden automobile plant.

They were not being given enough time to drink their tea, the auto workers complained.

THE HEALTH PLAN PROPOSAL

Some changes from the Anderson-King and Anderson-Javits bills of the 87th Congress are anticipated, but the basic provisions of the Administration's bill in the 88th Congress will undoubtedly remain similar.

People protected—All persons 65 or over (except employees of the United States, persons covered by the Federal Employees Health Benefits Program, and people receiving care in publicly financed mental or tuberculosis institutions) are eligible. As proposed, persons over 65 who are not covered by another federal program would be financed from general revenues.

The increased employee contribution to finance health insurance benefits would amount to \$12 a year (23 cents a week) for the average worker earning \$4,800.

The maximum any individual would pay in additional contributions toward health benefits is \$17.16 a year.

Coverage for persons over 65 who are not covered by another federal program would be financed from general revenues.

to last year's graduates, the survey discloses:

These were the extremes in starting salaries received by 1,555 June 1962 graduates of 41 journalism schools polled by the fund.

The average was \$89.60—more than \$10 below the Guild's goal of \$100 a week for beginning reporters and advertising salesmen.

Starting salaries were highest in the Midwest and lowest in the South and Southwest. The ratio of available jobs to graduates was also highest in the Midwest, ranging as high as 15 to 1.

Starting salaries being offered to both technical and nontechnical graduates of colleges are running \$30 a month higher than a year ago, a new survey of 91 colleges coast to coast by the College Placement Council shows.

The averages are \$136 a week for technical grads; \$113 weekly for nontechnical.

According to the type of degree and change from offers made

jected in 1964, this includes:
Aged persons under social security — 14.4 million
Aged persons eligible under railroad retirement — 800,000
Aged persons not eligible under either — 2.5 million

Benefits—(1) Hospital services for 90 days in each illness, subject to a deductible paid by patient of \$10 a day up to nine days (minimum deductible \$20, maximum deductible \$90); (2) Skilled nursing home services, after transfer from hospital, up to 180 days; (3) Outpatient hospital diagnostic services, as required subject to \$20 deductible amount for each diagnostic study; and (4) Home health services, up to 240 visits during a calendar year; includes nursing and therapy.

Financing—Coverage for persons eligible under social security or railroad retirement would be financed by an increase in the social security and RRA tax of one quarter of one percent on employer and employee.

The increased employee contribution to finance health insurance benefits would amount to \$12 a year (23 cents a week) for the average worker earning \$4,800.

The maximum any individual would pay in additional contributions toward health benefits is \$17.16 a year.

Coverage for persons over 65 who are not covered by another federal program would be financed from general revenues.

\$89.60 Is Weekly Starting Pay For Average Journalism Grad

New York City—A journalism degree may be worth anywhere from \$60 to \$165 a week, according to a survey by the Newspaper Fund.

These were the extremes in starting salaries received by 1,555 June 1962 graduates of 41 journalism schools polled by the fund.

The average was \$89.60—more than \$10 below the Guild's goal of \$100 a week for beginning reporters and advertising salesmen.

Starting salaries were highest in the Midwest and lowest in the South and Southwest. The ratio of available jobs to graduates was also highest in the Midwest, ranging as high as 15 to 1.

Starting salaries being offered to both technical and nontechnical graduates of colleges are running \$30 a month higher than a year ago, a new survey of 91 colleges coast to coast by the College Placement Council shows.

The averages are \$136 a week for technical grads; \$113 weekly for nontechnical.

According to the type of degree and change from offers made

Type of Degree	Salary (Weekly)	Change in Offer (Monthly)
Marketing and distributing	\$102	—\$21
General		
business	112	+ 20
Accounting	116	+ 10
Liberal arts and biological sciences	117	+ 47
Civil		
engineering	129	+ 22
Physical sciences and mathematics	130	+ 12
Industrial		
engineering	132	+ 19
Chemical		
engineering	134	+ 19
Aeronautical		
engineering	140	+ 24
Offers in some fields formerly covered only in broad categories:		
Biological sciences	\$107	
Liberal arts	119	
Mathematics	127	
Chemistry	127	
Physics	136	
Other physical sciences	139	

Guild Reporter
1126 16th St., NW
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EDITORIAL

A Baseless Conclusion

The report of the three-member Board of Accountability on the New York newspaper shutdown is, in many ways, a remarkable document—as remarkable for what it does not say as for what it does.

Perhaps the most glaring omission, for a board charged with investigating "all matters relating to the question of whether the parties are discharging their responsibilities to the public," is the lack of any mention, much less condemnation, of the fact that four nonstruck publishers voluntarily closed down their papers.

The board's report presents a detailed history of negotiations leading to the shutdown and of subsequent developments. But a reader dependent on the report for knowledge of the strike would not even be aware that four of the eight closed newspapers were not struck.

This omission takes on an even more flagrant character in the light of the board's thesis that the ITU deliberately embarked upon a strike without much caring that such action might "put some papers out of business." Was the fact that the supposedly weaker publishers spurned the ITU's dispensation deliberately omitted from the report because it would hardly have squared with the conclusion?

The "supplemental" report of Judge Joseph E. O'Grady, the only member of the panel with significant labor-relations experience, conflicts sharply on this and several other key points with the main report, which Judge O'Grady, oddly enough, joined in signing.

Where the board found proof of unwillingness to bargain in pre-strike statements by Bertram A. Powers, Local 6 president, foreseeing a long strike, O'Grady interpreted them as a warning which it was Powers' duty to give to his membership.

Where the board found evidence of bad-faith bargaining in the ITU's "shocking" demand of \$36 a week in wages and fringe benefits, O'Grady brushed this aside as an "official asking price" and revealed that the union had an "off-the-record" asking price of "less than even half that amount."

Where the board, despite its knowledge of this unofficial ITU position, adduced the \$36 demand as proof that Powers did not want an immediate settlement, O'Grady voiced the conviction that the union would have agreed before the strike to a contract containing "substantial improvements over and above the \$8.50 a week received by the Guild."

Where the board sought to put sole blame for the situation on the ITU, O'Grady reached a far more balanced conclusion.

"Simply stated," he declared, "the Newspaper Publishers sought to maintain the pattern of bargaining carried on for some years and which had proven reasonably acceptable and successful to them. Mr. Powers was determined to break that pattern because his members had become dissatisfied with the results of that pattern of bargaining."

"I do not believe that I can find fault with either position and I have not even attempted a moral judgment of which one had the equities on its side. It was inevitable that two such diametrical opposite positions, each supported by a strong protagonist, would result in a strike."

In virtually the only note of humility sounded in the board's report, it conceded that it had made no attempt "to develop the facts respecting the many considerations necessarily bearing upon questions of appropriate contract terms."

Without an examination of these facts, it is more than presumptuous to reach conclusions about what constitute "realistic" union demands. The board might well have taken its cue from Judge O'Grady and refrained from moral judgments unsupported by substantiated facts.

The Guild Reporter

MAXWELL E. H. PYLE, Asst. Editor

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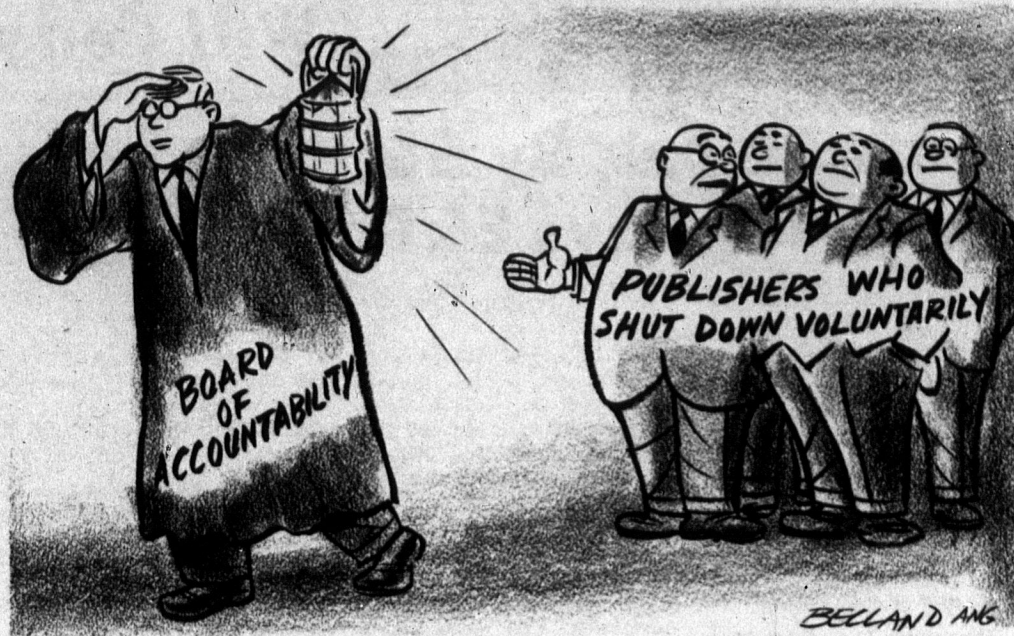
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'Missed Us Completely'



DATELINE: WASHINGTON

Tax Program Seeks To End Unemployment Paradox

By WILLARD SHELTON, Washington Guild



The key question Congress faces in dealing with President Kennedy's tax and budget proposals is whether the legislators share his disturbance and apprehension about the continued high level of chronic joblessness.

It is whether they are so devoted to the myths and legends of orthodox economics, of the fiscal budget balancers, that they are unable to assess the enormous losses and waste implied in persistent 5.5 percent unemployment rate.

Mr. Kennedy is the first President to present tax and budget programs in terms of national economic growth rates rather than the older and more conventional concepts. He is also the first President who has felt compelled to grapple frankly with the hard fact that a booming economy is still failing to employ the workers needing jobs, failing to make use of the productive facilities lying idle for want of demand.

The goals of the Administration two years ago were to get the economy cranked up again from the last Eisenhower recession, to cut the rate of joblessness to 5 percent by the end of 1962 and to 4 percent by the middle of 1963. The economy has recovered in the sense of business activity, but the employment rate has not improved.

Making a clean break with the kind of budget-balancing orthodoxy that obsessed Mr. Eisenhower's first Secretary of the Treasury, George M. Humphrey, the President told Congress bluntly that our choice is "not between a deficit and a budgetary surplus" but "between two kinds of deficits," because with our present tax system, the rate of economic growth is so "sluggish" that we are not getting the revenue required to write the balance books in black ink.

Our choice, he said in his Budget Message, "is between two kinds of deficits: a chronic deficit of inertia due to inadequate economic growth—or a temporary deficit resulting from a tax and expenditure program designed to

provide for our national security, boost the economy, increase tax revenue and achieve future budget surpluses.

"The first type of deficit is a kind of waste and weakness. The second is an investment in the future."

It may be argued that the specific tax proposals the President offers to implement his program fall short of what the logic of his concept demands. A swifter and larger reduction in personal income taxes would seem needed if the impact is to be useful this year.

Nevertheless, the doctrine has now been laid down that economic growth is more important—and eventually more productive of surpluses—than slavish addition to a balanced budget every year no matter what the cost in terms of human waste. It is a doctrine in harmony with the needs of a modern industrialized nation, a democracy with a concern for the well-being of its people. And if the older heads in Congress find the doctrine upsetting, it is incumbent upon the Administration to intensify its educational efforts.

Perhaps it is premature to read events in the early days of the House as signifying substantial successes for parts of the President's legislative program that bogged down in the 87th Congress. But the Administration's victory in the Rules Committee battle was followed by two other incidents of importance.

Dow-Jones Riddles Guild Unit

San Francisco, Calif. — The Wall Street Journal announced the transfer or dismissal of more than half its San Francisco office staff Jan. 11, a month after the Guild filed a representation petition for the group.

Dow-Jones said it will move the entire record-keeping operation of the office's circulation service department 400 miles away to Riverside. Only a few key employees will be transferred; the rest will be laid off.

The move affects more than 50 of approximately 100 employees whom the Guild sought to rep-

The majority of House Democrats voted to fill vacancies on the key Ways and Means Committee with moderate liberals — Reps. Ross Bass of Tennessee and W. Pat Jennings of Virginia—instead of turning down Jennings in favor of Phil Landrum of Georgia. And to the dismay of the antique Rep. Clarence Cannon of Missouri, chairman of the Appropriations Committee, six vacancies on this unit were filled with Northern liberals rather than Southern conservatives more to Cannon's own tastes.

These are the committees with almost absolute power to decide the purposes for which the government shall spend money and the revenue measures by which the necessary dollars are found. The effects of the choice of new members will be long-lasting. Not for many years have such changes in the balance of power been observable in the House—or any such effort to shift the balance among Democratic members as a whole.

Note: A few words were dropped from copy for this space in the Jan. 11 issue, changing the apparent meaning. The reading should have been that Republican Rep. Gerald Ford of Michigan "took the floor" against Democratic Rep. Otto Passman of Louisiana "and pushed through an increase of \$300 million" in foreign aid funds, "making the case" against Passman "in sharp, serious floor debate."

resent. An NLRB regional director had dismissed the petition, but the Guild had asked for reconsideration.

Management said employees slated for dismissal will receive severance pay under the Journal's contract with the Independent Association of Publishers' Employees only if they stay at their jobs until the transfer is completed.

The San Francisco-Oakland Guild scored the action in a leaflet headed "Black Friday for Journal Circulation." The Guild is considering possible counter-action.