

Wagner Calls ITU President Into NY Talks

Benefit Boost Strengthens Union's Hand

New York City — Elmer Brown, president of the International Typographical Union, was called into New York by Mayor Robert F. Wagner yesterday to aid in settling the nine-week-old newspaper strike.

ITU headquarters in Colorado Springs said Wagner, who has been mediating the dispute, asked Brown to fly in after early returns showed that ITU members were overwhelmingly approving an additional 3 percent assessment to support the striking New York and Cleveland ITU locals.

Brown was scheduled to confer immediately upon his arrival with Wagner and John J. Pilch, the ITU's first vice president, who has been participating in negotiations.

Other unions involved in the shutdown asked their international executive officers to come to New York, too. They also were to meet with Wagner.

Executive Vice President William J. Farson flew in to represent the Guild at the meeting, scheduled for today.

Initial ITU referendum returns showed a majority of more than four-to-one for the increased assessment, which will raise revenue for strike benefits to \$457,000 a week.

The results strengthened the bargaining position of the striking ITU members, although Walter N. Thayer, president of the Herald Tribune, maintained it would have "no effect insofar as a change in the position of the publishers" was concerned.

The new development came a week after Wagner announced that progress had been made in negotiations but that a settlement was still a long way off.

Wagner announced that "several issues have been settled," several others are "readily susceptible of settlement" and that "two critical issues remain unresolved."

Unofficial reports were that wages and hours are the two main stumbling blocks. The ITU's last official demand was for a \$17.45 wage increase and a 35-hour week; the publishers have offered a \$10 package that would include fringe benefits, with no reduction in hours.

There were a welter of conflicting reports—one that publishers had raised their offer to \$11, another that the dispute over reproduction had been resolved.

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The A N C GUILD REPORTER

— OFFICIAL ORGAN OF THE AMERICAN NEWSPAPER GUILD (AFL-CIO, CLC) —
Vol. XXX, No. 4 Washington, D. C. February 8, 1963

Cleveland Press Strikers Renew Security Struggle



Brotherhood: Bob Farrington, right, an ITU member at the Cleveland Plain Dealer, joined his brother, Jim, left, a Plain Dealer Guildsman, on the picket line this week as the ITU joined the Cleveland Guild's ten-week strike against the paper.

Three Trades Join Walkout; Parleys Gain

Cleveland, Ohio — Striking Cleveland Guildsmen are pushing a renewed struggle for union security in the commercial department of the Cleveland Press & News.

At the Plain Dealer, where the security issue has not bulked as large, all issues are reported as tentatively settled except wages and a retroactivity date for the contract. The Guild wants Nov. 1, 1962; the publisher wants the contract to take effect when it is signed.

"This does not mean there will be a separate settlement between the Guild and the Plain Dealer," Thomas V. H. Vare, Plain Dealer vice president, emphasized.

The papers are negotiating jointly, he noted, and have agreed that both must have contracts before either resumes publication.

Negotiators have agreed on a maintenance-of-membership clause at both papers, but the Guild is seeking a nine-out-of-ten Guild shop in the commercial department of the Press. The Guild does not represent commercial employees at the Plain Dealer.

Both papers reached a contract settlement this week with the Pressmen's Union, providing for a \$10-a-week wage increase over two years. The Pressmen, while not among three mechanical unions that joined the strike, have been observing picket lines.

Union security was the chief theme in a debate on strike issues on the night of February 6 at the Cleveland City Club between the

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Sentinel Strikers Win Jobless Pay

Milwaukee, Wis. — Fifty-six Milwaukee Guildsmen who were fired last July when Hearst sold the Milwaukee Sentinel to the competing Journal are entitled to about \$9,000 in unemployment compensation, according to a ruling by a state Industrial Commission hearing examiner last week.

Former Sentinel employees originally had been denied any state unemployment benefits because of an initial determination that vacation and dismissal pay were wages.

The Guild, through its attorney, Gerald Goldberg, argued that the law required vacation and dismissal pay to be definitely allocated for specific weeks.

This the Sentinel had not done, Goldberg argued, and at any rate,

no allocation of any kind was made until four weeks after the employees were terminated.

The Hearst attorney countered that a telegram sent to employees telling them they were discharged and would receive benefits due

under the union contract was sufficient allocation.

The hearing examiner ruled otherwise, deciding the Guildsmen (and two members of the ITU) were unemployed under the

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\$211.50 New Newsweek Top

New York City — A new top minimum for the writers and photographers' category of \$206 now, and \$211.50 Dec. 1, 1963, highlights the new contract between the New York Guild and Newsweek magazine.

It is the highest magazine minimum, exceeding the \$207.50 previously gained at Time, Inc.

The new two-year agreement, retroactive to Dec. 1, 1962, provides for a general increase ranging from \$3.50 to \$11.50 in the two years.

The first-year general increase, effective last Dec. 1, ranges from \$2 to \$6; the second year, effective Dec. 1, 1963, from \$1.50 to \$5.50.

Liebling, 'Habitual Employee', Hoists Sign For ITU

While newspaper columnists from David Lawrence leftward to Murray Kempton have been tongue-lashing the ITU for its strike against New York newspapers, noted press critic A. J. Liebling has raised a flag for the union.

Liebling, writing in the Jan. 26 issue of the New Yorker, found the balance in strike issues weighted on the side of ITU Local 6 and its president, Bertram A. Powers.

"As a habitual employee," he declared, "I would, if offered a choice on a 6-to-5, pick-'em basis, naturally take Mr. Powers' position."

Liebling, in a wide-ranging column on the New York stoppage, punctured the claim that the ITU is responsible for the citywide shutdown, found that news stories on the strike have been slanted against

the union and downgraded the significance of the widely-touted "work rules" issues in the dispute.

Liebling cited an Editor & Publisher editorial which declared:

"Congress couldn't do it. The President of the United States couldn't do it. Even the courts can't do it."

"Only a striking union abetted by other unions can close down the newspapers in the nation's largest city, not to mention the newspapers in the nation's eighth largest city."

To which Liebling replied: "The publishers can do it, too, as those of the Herald Tribune, the Post and the Mirror have proved . . ."

"The competition" among six New York ownerships has proved a pale and sometime thing compared to the competition of all of them against all

of their employees.

"It seems naive now for Bertram Powers, the leader of the striking printers, to have offered the financially weaker papers a separate peace—or separate individual peaces—when he struck the Times and the News and the Journal and the World-Telegram."

"The Hearsts, for example, own both the unstruck, because deemed 'weak,' Mirror and the struck, because deemed 'strong,' Journal-American. It is hard to imagine them running one of their papers while a strike is on against the other."

"As for the Herald Tribune and the Post, at a more competitive period in newspaper history they might have been expected to run, restoring their failing strength with the Christmas advertising revenues made available to them by the printers' generosity."

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ITU President Called Into NY Bargaining

(Continued from Page 1)

The New York Publishers Association, in denying the money report, said "all discussions of settlement... have been exploratory, informal, inconclusive and off the record."

Agreement on one major issue, a common expiration date for all newspaper union contracts, was indicated by Secretary of Labor W. Willard Wirtz. He said there was accord on "a new procedure involving the participation of all papers and all unions for the bargaining two years from now."

Wagner, while reporting progress, said the two sides are "still a long way from settling this dispute."

The initial negotiating movement came in 75 hours of meetings over a five-day span in City Hall. Wagner brought the negotiators together again this week after a weekend recess.

The mayor's intervention was hailed by the New York Guild's Representative Assembly in a Jan. 30 resolution urging the ITU and the publishers to "use this opportunity for an early settlement."

Five days later, New York Guild officers issued a statement in which they urged the money to "keep the two contending sides talking until an agreement is reached." They offered the Guild's assistance in helping to achieve that end.

Thayer denied in a radio interview that automation was a major issue. "Money is problem number one, two, three and four," he asserted, declaring that a joint union-management study might be made of the automation and reproduction problems.

Pilch said the union is not opposed to Teletyping or photo-composition but wants "job security and a union share in increased productivity" in return.

Reproduction became an issue between the ITU and the New York Standard, an interim paper that has been filling the news and advertising gap. The Standard claimed that the union was threatening to put it out of business by insisting on enforcement of the practice.

IT SEEMS TO US

He Proposes One 'Way To End Strike Affairs'

ST. PAUL, MINN.

Editor: Are we still talking about "one big union" after the messy situation ITU has created in New York?

The Guild's defense fund is now in the hole and Guildsmen are on the street with nothing to gain and quite a bit to lose—results of types' ridiculous demands on New York publishers. This, after the Guild itself took a modest settlement—almost too modest—in same situation.

I suppose the types think we're jerks. Is this the kind of brotherhood Guild's leadership is interested in?

Instead, it is up to Guild now to take some leadership of its own among newspaper unions and recognize that strikes such as ones in New York, Cleveland and Minneapolis hurt public as much as they hurt publishers and workers.

But an ITU spokesman said the union has no intention of forcing the Standard to stop publication despite continued disagreement on the issue. The Standard has refused to discuss the matter with anyone except Bertram A. Powers, Local 6 president, whose time has been monopolized by strike talks.

In other strike developments:

● President Kennedy told a news conference that the New York shutdown, while creating a hardship, does not constitute a national emergency that would justify utilization of the Taft-Hartley Act.

● Sen. Jacob Javits of New York termed the strike "a national disaster" and called on both sides to press for a speedy settlement.

● Presidential Press Secretary Pierre Salinger, reiterating his proposal for a study of newspaper economies, said much of the industry's recent strife "is rooted in the fear of automation—the loss of jobs."

● Gov. Nelson A. Rockefeller postponed action on plans to establish a state commission to recommend settlement terms after objections from both labor and management.

● The Times News Service killed a column by James Reston, chief of its Washington Bureau, calling on the struck papers to publish in nonunion shops and distribute through the mails, if necessary.

A sidelight controversy was in full swing over the effects of the New York newspaper blackout on retail sales, with the Television Bureau of Advertising and Editor & Publisher engaging in a battle of statistics.

The television bureau minimized the strike's effects, citing a 37 percent increase over 1961 in department store sales between Dec. 8 and 29 in the New York Federal Reserve District.

E & P reported that December sales in New York City alone were up considerably less than that, and that city sales have been off from 5 to 11 percent in January.

Letters shall be limited to 250 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 referendum to appear in the issue preceding distribution of ballots and issues preceding the start of voting shall be confined to material already published.

Such strikes should be outlawed, and Guild can lead way. The way to end these affairs is to negotiate long-term (5-to-10 year) contracts with wage reopeners and provisions for binding, compulsory arbitration. Individual Guildsmen and convention delegations interested in this proposal are invited to correspond with me at 1391 Primrose Curve, St. Paul 13, Minn.

Let's wake up and stop leaning on apparently irresponsible brute force of ITU. Let's return to reason.

GENE E. MALOTT

Twin Cities Guild

Liebling Hoists Sign For ITU

(Continued from Page 1)

"They had ground not merely to hold but to make up if they were ever to get back into contention with their rivals. Their loyalty to their rivals, who are also their prospective purchasers when the pinch comes, was touching."

Liebling accused the New York Standard, the Wall Street Journal, the Brooklyn Eagle and the Journal of Commerce of having "deformed the content" of the Board of Accountancy's report on the strike. He pointed out:

"The Wall Street Journal wrote: 'The report said the printers didn't present their total demands until 15 minutes before their old contract expired,' but did not reprint. It was not until 6:40 on the evening of December 7 (with the strike set for 2 a.m. December 8) that the publishers made a complete offer to the printers."

"That offer totalled, in increased benefits and costs, \$9.20 per man per week, including 55 cents a week in cash for the first year."

"None of the papers that I saw quoted in full even the excerpts that UPI furnished from the supplemental opinion filed by Judge Joseph E. O'Grady, the only member of the panel with much labor experience. (He used to be City Labor Commissioner.)"

O'Grady found that the strike had resulted from the ITU members' desire to break a bargaining pattern that the publishers had found "successful to them," declined to pass "a moral judgment" on the equities and said both sides would have to give ground.

"That," said Liebling, "is about the way I read the situation."

"Forty years ago, Macy, in that symposium that so perturbed young American intellectuals at the time, wrote, 'Almost invariably, the news of a strike is, if not falsified, so shaped as to be unfavorable to the workers, and this has been a particularly bad one journalistically, because it is a newspaper strike reported by ancillary or makeshift newspapers, which have the ready excuse of insufficiency or inexperience to cite for their omissions. (The Wall Street Journal, though, expresses pretensions to more serious quality.)"

"The reporting has been notably deficient, too, in exploiting obvious lines of inquiry. The Wall Street Journal, in its four-line sixth paragraph of its stoppage story on December 19, for example, reported, 'The newspapers have a strike-insurance fund said to cover a 29-day strike. The insurance covers only cost of maintaining skeleton crews and upkeep of idle equipment, however.'"

"But this highly significant feature of the situation was then dropped from notice, not to reappear even on the expiration of the 29 days, on January 6. How did this affect the prospects for settlement?"

"The expiration coincided—although I read no comment on the coincidence—with the appointment by the Mayor, the Governor, and the Secretary of Labor, of the three-judge... board, and preceded by less than a week the announcement by the suspended newspapers of a cut in the salaries of non-union, non-locked-out personnel, and the first offer by the publishers of a slight raise over the work-for-55-cents-demand."

"Nor was there any inquiry into whether the Herald Tribune, the Post, and the Mirror, which were acknowledged to be losing money before they quit publication, actually cut their losses by ducking out, or whether, after the 29-day period, they would be losing more by staying out and paying overhead than by going into business again."

"Yet these are surely interesting matters; the mutual-aid arrangements of the unions whose members refuse to cross picket lines or are locked out has come in for a great deal of publicity, the consistent implication being that they, as distinguished from the newspapers, are gangling up."

Liebling had this to say about the "work-rules" issues:

"The conflict between union work rules, designed to conserve jobs, and automation, designed to decrease them, is not, apparently, a major, direct issue in this row, though it may be the cause of it."

"The object of automation on newspapers is not to increase production, which would be quite senseless unless the papers could abruptly increase circulation, but to increase efficiency, and thus income."

"And the fight—because complete newspaper automation is not yet ready to be introduced—remains those obstinate and bloody inter-trench combats of the First World War, whose declared object was to establish 'dominance' over the enemy before the big push began."

"Big pushes, though, seldom did begin, and usually bogged down, like the automated electric train in the Times Square-Grand Central shuttle, over which the Times editorial page was willing to go to war with the Transport Workers Union when the thing was introduced a year ago."

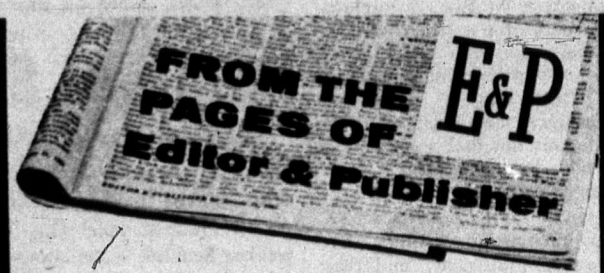
"The impartial arbitrator has made an incredible, incomprehensible decision," the Times editorialized when the arbitrator, Theodore Kheel, ordered the Transit Authority to postpone putting the robot train into service."

"Then, when the dispute was settled by installing a motorman on the train for a six-month trial period, the Times said, 'The Transit Authority paid a stiff price... for retaining the clear legal right it had always had to automate.'"

"The only trouble with all this is that the train does not run consistently, and is still operating under dual control, with the motorman ready to put her on manual when she stops dead between stations, which is often."

"Against a labor demagogue who recognizes neither law, contract, nor his union's pledged word," the Times said like Patrick Henry ordering beer, "the Wagner administration should carry this arbitration decision to court on appeal as a matter of principle worth defending to a finish," and, earlier, "Mr. Quill cannot be allowed to bluster this shuttle train to a stop."

"But the car, like the papers, stopped dead."



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IEB Meeting To Face Financial Problems

The impact of the Cleveland and New York newspaper strikes on the ANG's finances and activities will be considered by the International Executive Board when it assembles in Washington for its quarterly meeting Feb. 17.

The meeting will be the first for Marshall W. Schiewe of Chicago, elected to an at-large vice presidency in November.

The board will face twin financial problems posed by depletion of the International Defense Fund and inroads into the General Fund arising from the strike crises.

The ANG borrowed an additional \$25,000 last week to meet benefit payments to 340 Cleveland Guildsmen, bringing to \$525,000 the amount borrowed following depletion of the Defense Fund. The new loan came from the International Brotherhood of Electrical Workers.

Benefits totaling \$125,000 have been paid out by ANG in the ten-week-old Cleveland strike, according to Secretary-Treasurer Charles A. Perlak Jr. In New York, he estimated, combined ANG and local benefits, which ended last week, amount to \$1,700,000.

Benefits were terminated as

Rosenstock Goes Under Knife

New York City—ANG President Arthur Rosenstock entered Westchester Square Hospital, Bronx, Feb. 6 for abdominal surgery.

Physicians said Rosenstock suffered either a gall bladder attack or appendicitis. His condition was not considered critical. The operation will make it impossible for him to attend the Feb. 17 IEB meeting, however. Illness had previously limited his attendance at the October board meeting.

Guild members and other newspaper workers idled by the New York shutdown became eligible for unemployment compensation, which, in some cases, exceeds the benefit schedule.

The New York Guild's Representative Assembly last week adopted a resolution lauding ANG and the local administration for the efficient manner in which benefits were paid.

Guild's Winning Vote Fired, NLRB Moves

Los Angeles, Calif.—The NLRB has issued an unfair labor practices charge against the News-Advertiser newspapers for firing a reporter whose vote tipped a representation election in favor of the Guild.

Rodgers & McDonald Publishers, owners of the string of suburban newspapers, is accused of two other unfair practices, including threats to end the company's profit-sharing program if the Los Angeles Guild won the election. The fired reporter, according to the Guild charge, was asked his sentiments on the Guild before he started to work in September. He told management he was anti-Guild.

During the pre-election campaign, however, he urged fellow employees to vote for the Guild. When the votes were counted Nov. 14, the Guild won, 5-4. Nine days later—the day the Guild was certified—management called the reporter in and told him he was being fired for poor work. The company must also reply to charges that it interrogated

employees on their union opinions in three other instances. A hearing on the complaint will be held March 11.

Unit Chairman's Layoff Spurs Charge By NLRB

San Pedro, Calif.—The Los Angeles Guild has filed an unfair labor practices complaint against the San Pedro News-Pilot for laying off the unit chairman out of seniority.

The chairman, Colin Campbell, was dismissed Feb. 1 in what the company described as an economic move. The Guild claims Campbell's union activity motivated the discharge.

Campbell, a district manager, was instrumental in persuading the unit to reject a company contract offer last summer. The negotiating committee was sent back and won a better wage settlement.

Elected unit chairman in December, Campbell was told last month that he would be laid off despite the fact two other district managers have less seniority.

Guild Accuses Elgin Courier

Elgin, Ill.—The Chicago Guild has charged the Elgin Courier-News with refusing to bargain following the company's action in challenging the Guild's majority in the midst of negotiations.

The Guild filed an unfair labor practices charge with the NLRB this week in a quick riposte to the Courier's request for a representation election to test the Guild's majority.

The management petition was submitted Jan. 30, the day it had been scheduled to receive new Guild proposals to break a bargaining stalemate. The company sent the Guild a wire cancelling the meeting and notifying it of the NLRB move.

Negotiations for a new contract had been under way since the old one expired last November. The Guild, in charging refusal to bargain in good faith, cited both the

NLRB petition and the fact that management had made only a single minor concession in negotiations.

The Guild won bargaining rights at the Courier by a 35-34 vote two years ago.

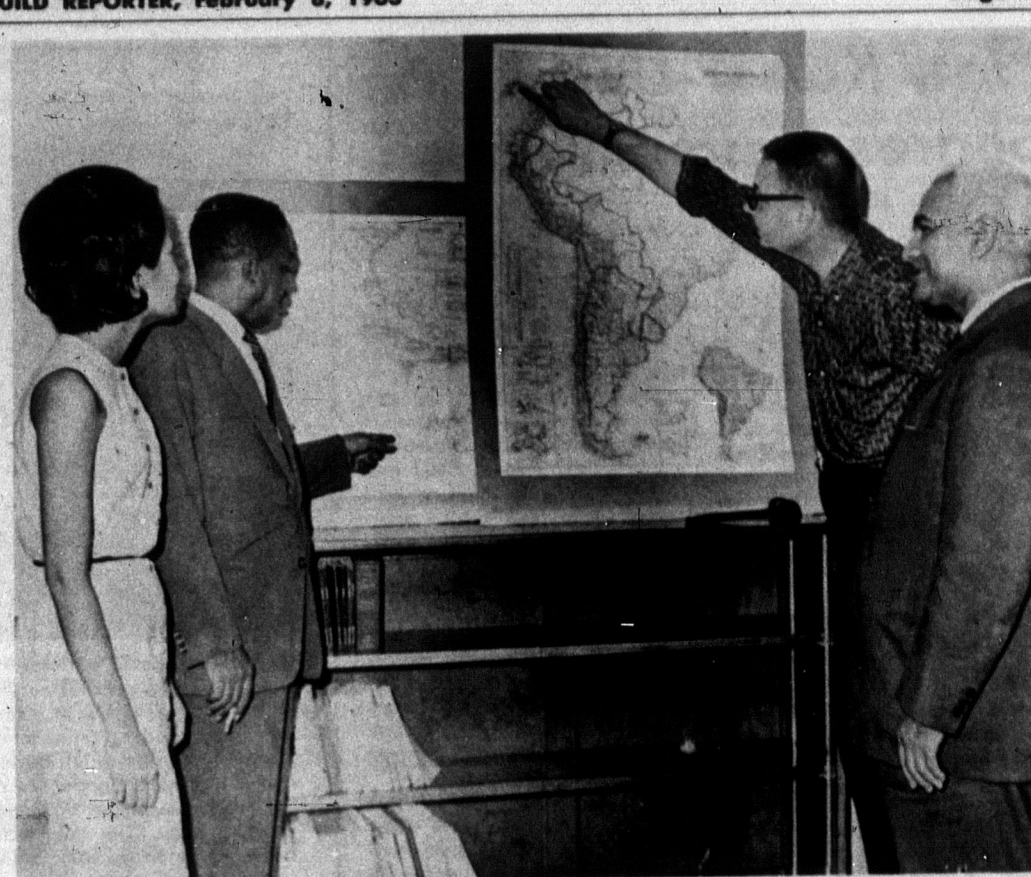
More Than 10,000 Have Heard Them

Twin Cities Lectures Will Reappear As Book

Twin Cities, Minn.—The American Newspaper Guild Memorial Lectures, which for the past 16 years have been given at the University of Minnesota, will appear in book form.

The book is scheduled for publication in September.

The talks, hitherto printed as pamphlets, have been collected



Centralized: The top of the bottom or the bottom of the top? In any case, Panama is central in the hemisphere. Louis Botello, president of the Union of Newspapermen of Panama, indicates Panama at the foot of North America, while ANG International Affairs Representative Richard P. Davis shows it at the top of South America on maps in the hemisphere headquarters of the Inter-American Federation of Working Newspapermen's Organizations in Panama City. As IAFWNO representative, Davis recently opened the new headquarters. At left is Sonia Ritter, secretary; at right is Jose Cajal Escalada, vice chairman of IAFWNO for the Mexico-Central American-Panama Region. Inauguration ceremonies for the office will be in April.

With Assist From IAFWNO

Trinidad Newsmen Win Contract

Port-of-Spain, Trinidad—Newsmen ended 26 years of unsuccessful attempts to organize at the Trinidad Guardian newspapers by winning from Roy Thomson Overseas Newspapers Organization a two-year contract.

The contract covers 85 editorial workers, members of the Union of Commercial and Industrial Workers, which already has a contract covering printers at the plant, and is seeking contracts covering the business office and radio workers.

During their negotiations, they were visited by ANG's Richard P. Davis, who recently opened hemispheric headquarters in Panama for the Inter-American Federation of Working Newspapermen's Organizations. Davis gave newspaper negotiators advice and assistance.

"Sole and exclusive" bargaining rights, the nearest formula to the union shop permitted under Trinidad's laws, were won in the agreement, which came within a year of the unit's birth and less than two years after acquisition of the newspapers and the affiliated radio station by Thomson.

(The Thomson organization also owns, with CBS, 90 percent of the

country's only television station, a four-hour-a-day enterprise operating on a monopoly franchise.)

Checkoff rights have been won. Before the negotiations, reporters earned as low as W.I. \$135 to \$200 a month (the U. S. dollar equals W.I. \$1.68), proofreaders as low as \$75 a month, library personnel as low as \$80 a month and the lowest paid photographer only \$100 a month.

New wage schedules provide minimum monthly salaries of \$240 for reporters and copywriters; \$200 for photographers; \$180 top minimum for proofreaders and \$125 for other personnel with guaranteed monthly increases of \$50 a month; \$45 increase for those earning between \$320 and \$399; \$37.50 for those earning between \$240 and \$319, and \$30 for those earning less than \$240 a month.

Traveling allowances for personnel using their cars on company business were raised by 5 percent. Allowances for meals taken on the job were increased by half.

Thomson indicated that the annual Christmas bonus would be continued at two weeks' pay for each worker at the new rates. The retroactive salaries were paid De-

cember 31 with the adjustment for the December 19 Christmas bonus included.

Other highlights:

● The company agreed in principle to establish a medical insurance plan. Studies on this are now proceeding.

● Vacation leave of four weeks for employees with 15 years service will now replace the usual three weeks for employees with at least five years service.

● Severance pay of one week for each year of service, with a maximum of 13 weeks' pay for any employee, was agreed to, but the union was given the right to negotiate concerning provision of more severance pay for any individual with exceptionally long service.

● Dismissal for just cause, including gross insubordination, unbecoming conduct, dishonesty, incompetence or failure to perform work, must be carried out in the presence of a union steward.

● The grievance procedure adopted provides for mediation under the Labor Department of Trinidad, but in abeyance is a disputed company proposal calling for compulsory arbitration and prohibition against strikes and lockouts.

Lawrence Cragg and Riley McKay.

An estimated total of more than 10,000 persons have heard men and women prominent in the newspaper industry and allied fields discuss various pertinent themes.

Lecturers in the series have been Marquis Childs, 1947; Thomas L. Stokes, 1948; James

R. Reston, 1949; Reinhold Niebuhr, 1950; Elmer Davis, 1951; Alan Barth, 1952; Eric Sevareid, 1953; George V. Ferguson, 1954; Henry Steele Commager, 1955; Herbert L. Black, 1956; Doris Fleeson, 1957; Gerald W. Johnson, 1958; Louis M. Lyons, 1959; Joseph W. Alsop, Jr., 1960; James C. Hagerly and Pierre Salinger, 1961; and John Fischer, 1962.

New Kaiser-Union Plan Shares Costs Savings

Fontana, Calif.—Protection against layoffs due to automation and a share of production-costs savings highlight the "long-range sharing" plan of the Steelworkers Union and Kaiser Steel Corp.

The plan, which Steelworkers' President David J. McDonald characterizes as "a new idea, bold in its concept and potentially far-reaching in its consequences," becomes effective March 1 for a four-year period.

Its major elements:

- A guarantee against discharges because of technological advance.
- Establishment of an employment pool for workers displaced by new machines or processes who will continue to be paid at least at the rate for their old jobs for up to a year.

- A workers' share of 32.5 percent of all labor, material and supply savings, to be distributed monthly.

- A guarantee that Kaiser workers will receive at least as much in wages and fringe benefits as employees of other steel firms.

By sharing in cost savings and setting industry wage and benefit levels as the floor, the plan does

away with contract deadlines on economic matters and removes the total amounts of money allotted to such benefits from the area of bargaining dispute.

Normal collective bargaining will be followed on all other issues, however.

The plan insures that an employee who misses a promotion because of technological advances will be paid for up to a full year at the rate he would have received if promoted.

And if automation cuts a worker's workweek below 40 hours, he gets pay for the full 40 hours, anyway.

The plan is the product of three years of study and negotiations by a tripartite "Long Range Committee" set up in 1959, when Kaiser broke with other steel companies and settled with the union to end a 104-day strike.

The public members of that committee—Dr. George W. Taylor of the University of Pennsylvania, Dr. John T. Dunlop of Harvard University and David Cole, arbitrator—have continuing roles.

If Kaiser and the Steelworkers can't agree to extend the pact, the public members are empowered to mediate the dispute and recommend settlement terms.

GUILD BRIEFS

St. Louis, Mo.—The St. Louis Guild gave its 1962 Page One Civic Award to William B. Heyne, founder and director of the Bach Society of St. Louis, which twice yearly presents Bach choral music. It is the second oldest such society in the nation.

The Guild award is given annually to a citizen who has performed outstanding civic service without adequate recognition.

Presenting of the award at the January meeting of the local was by Tony Canby, who finished the 1962 term of the Guild presidency

after Jake Fugleien resigned for another job.

Gary, Ind.—Terry O'Rourke, chairman of the Gary Guild's standing committee and immediate past president, has been named city editor of the Gary Post-Tribune. The position is Guild exempt in the local's contract.

O'Rourke was president of the local in 1959-60-61 and had been chairman of the standing committee every year since 1954 except those he served as president. He was second vice president when named city editor.

Carey Lauds Crissey, Hails GR As 'Model'

His contributions to labor journalism are praised in a letter which Charles Edward Crissey, who recently retired as editor of the Guild Reporter, has received from James B. Carey, secretary-treasurer of the AFL-CIO's Industrial Union Department.

"I feel, and feel strongly," Carey writes, "that not only your own beloved Union, the American Newspaper Guild, but all industrial unions owe you a debt of

gratitude for your 20 years of splendid service to democratic labor and your 11 years of memorable contributions to labor journalism.

"You have been a wise and skillful and versatile editor and the paper you produced was certainly one of the liveliest and most readable in the labor movement. As a whole and in its parts the Guild Reporter under your editorship became a model for other unions to emulate.

"Assuredly you can accept your richly merited leisure and take with you a deep pride in a fruitful career that will benefit the trade union movement and labor journalism for a very long time to come.

"You have, of course, my thanks and the thanks of everyone in the Industrial Union Department for your enduring contributions to a stronger, more effective and more democratic labor movement."

A framed plaque containing a laudatory resolution passed at its recent Cleveland convention by the International Labor Press Association was presented to Crissey at an ILPA luncheon here.

Family Affair

St. Louis, Mo.—When members of Local 534, Amalgamated Meat Cutters, refer to one another as "brother" and "sister," it's more than trade union tradition.

The local has 19 brother combinations, nine husband-and-wife, nine father-and-son, two brother-and-sister, and one sister combination. Of the brother combinations, there are six in the Gehr family—James, John, Nick, Robert, Tom and William.



Reporter, above, perforates tape for the Los Angeles Times' new computer as he punches out his copy. His tape goes to the computer room, at right, where an electronic brain replaces the linotype operator. Copyreader's corrections are punched onto another tape on the electric typewriter in left center of the picture. The two tapes are fed into a high-speed reader, on the right, and a final tape, ready to be fed into an automatic typesetter, emerges from the high-speed punch in right center. The main section of the computer is on the left; it is activated by an operator sitting at the console.

The Computer

Look, Ma... No 'Hands'!

WITH the introduction of the computer, automation threatens to make many present newspaper operations as obsolete as the flatbed press.

Computers already in operation at the Los Angeles Times and the West Palm Beach (Fla.) Post-Times by-pass the compositor completely.

And RCA is developing a process which, it predicts, will substitute for all present mechanical operations between the copy editor and the pressman.

Even editorial and commercial employees won't be completely immune. Computers projected for early utilization will make up page dummies; others now have the capacity to make out classified ads bills after setting the type.

The Los Angeles Times' new electronic typesetting process takes tape directly from the reporter's typewriter and feeds it into an RCA 301 computer. Edited copy goes to a typist, who punches a correction tape for additional insertion into the computer.

The computer assimilates the corrections, calculates justified lines and where to split words, then produces a final tape for insertion into an automatic typesetting machine.

At West Palm Beach, a process just one step behind the Los Angeles system is in operation.

Instead of the reporter punching out the tape with his copy, a typist prepares the tape from the copy after it has been edited. The computer then takes over.

The Oklahoma City Times and Oklahoman are using an IBM computer to set time copy. This month they are scheduled to receive equipment that will permit the automatic setting of all type.

The Miami Herald and South Bend (Ind.) Tribune are also contemplating the installation of computers.

All of this pales, however, before the electronic

system that RCA predicts will be in use within a decade.

The company is working on a computer that, after setting type, will combine it with pictures and flash completed pages on a cathode-ray tube for automatic conversion into a plate for the printing press.

RCA told a recent publishers' gathering in West Palm Beach that a "column generator" capable of transferring type to film at the rate of 900 column lines per minute will be ready even before the cathode-ray "page generator."

The two Oklahoma dailies plan within two years to install an IBM 1401 computer into which editorial requirements and advertising space sales can be fed to produce a printed page dummy with ads and stories laid out.

And John H. Perry Jr., president of Florida's Perry Publications, foresees the use of computers not only to set classified ads but to classify and sort them, prepare bills and perform other related paperwork.

The Los Angeles Times inaugurated its electronic system Dec. 1 and is now setting 50 columns of editorial type daily with the computer. Additional columns will be set when more tape-perforating typewriters arrive.

The Times pays a rental of \$5,170 a month for the computer, which will eventually eliminate at least half of its 100 compositors.

RCA will make the electronic system available to other newspapers in the United States and abroad. Otis Booth, the Times' operations director, predicts it will become "as necessary a piece of equipment in tomorrow's newspaper offices as the typewriter and rotary press."

Any newspaper that has a minimum of 50,000 circulation or as many as 20 typesetters can profitably install the computer system, according to Booth. Accounting and bookkeeping departments can make use of it when it isn't preparing type, he points out.

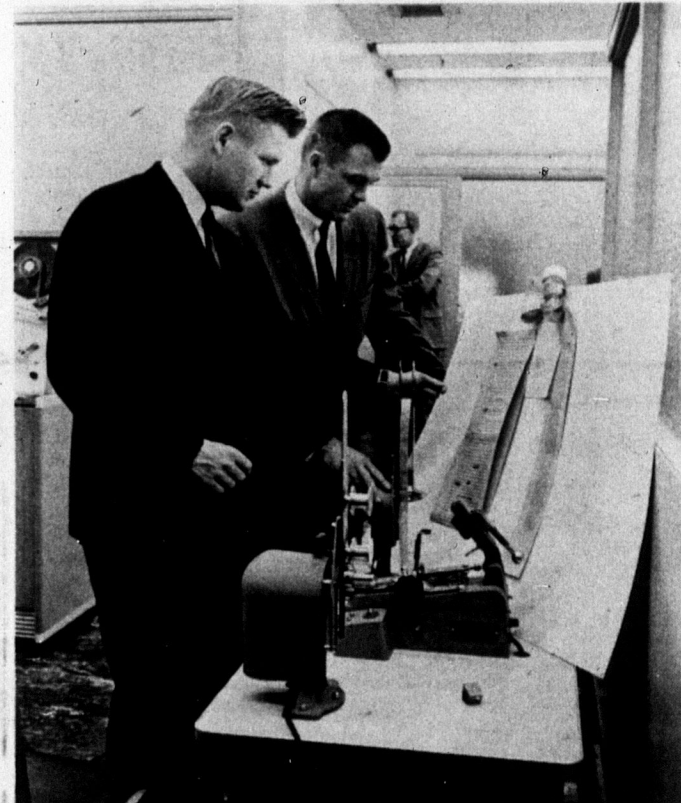
"This revolution in typesetting will help publishers meet rising costs of production," Booth said. The Times' system functions at an astonishing speed, setting 36,000 lines—or 30 pages of type—in an hour. Booth estimates a minimum time saving of 40 percent on editorial copy.

The computer's most unusual feature is a built-in logical system, which enables it to decide where to hyphenate words at the end of a line.

The alternative—in use at West Palm Beach—is a memory system with 50,000 words. But the "logic" system is cheaper to install and operates more rapidly.

Publishers' see added possibilities in the electronic typesetting system.

A Jan. 26 editorial in the Publishers Auxiliary appears under the heading, "Appearing in the Distance—A Method for Strikebreaking."



Original tape from the reporter's electric typewriter is spliced onto correction tape in the top picture. The spliced tape is fed into the reader, at bottom, with the correction section entering first. The computer stores the corrections in its memory, then makes them as the original tape passes through. In producing a final master tape for the type-casting machine, the computer justifies lines and splits words with the aid of a logical system programmed into its memory.

Automation Pay

'Displaced' To Get AP Indemnity

Two to eight weeks' pay, in addition to severance, is provided by the new Associated Press-Wire Service Guild contract as a special indemnity for those dismissed as a result of automation.

For those dismissed as the result of a staff reduction due to automation, the schedule of compensation in addition to severance pay is:

- Two weeks for employees with less than five years' service; four weeks for five to 10 years; six weeks for 10-15 years; eight weeks for 15 years or more.

The agreement, effective January 1, 1963, for two years, contains general increases of \$2 to \$4 the first year, \$1.50 to \$3.50 the second, fully applied to the minimums. The minimum increases range from \$2 to \$7.75, and from \$1.50 to \$6.50.

Newsman go up \$3 and \$2.50 to start, to \$88 and \$90.50; \$5.50 and \$5 for a majority of the bureau, to top minimums of \$160 and \$165.

In the top 12 bureaus, the newsman's increases are \$5.25 and \$5 and the tops \$169.75 and \$174.75.

The pact embodies special increases for motorcycle messengers of \$7.50 and \$5 to \$95 and \$100; for picture dispatchers of \$5.75 and \$5.50 to \$106 and \$111.50; for bookkeepers of \$5.25 and \$6.50 to \$110 and \$116.50; for assistant cashier, assistant paymaster, accountants and foreign disbursement auditors of \$7.75 and \$6, to \$147.50 and \$153.50.

Telephone operators and stenographers receive increases of \$2.75 and \$2.25, to \$89.50 and \$91.75; clerks the same amounts, to \$83.75 and \$86.

Other improvements include: Experience credit—Drop "full-time work" requirement for business office experience.

Dual work—Minimum weekly increase for work in higher category raised from \$4 to \$5. Overtime work is to be paid at the higher rate.

Expenses—Notice of discontinuance of use of employee's car; 90 days, was 60. Employer to pay maximum of \$2.50 per trip for flight insurance.

Hours—Schedule change penalties tightened for last two days of week preceding week schedule is effective. Overtime cutoff figures raised by amount of general increase.

Holidays—Add Washington's Birthday, for total of 7, effective in 1964.

Welfare—Employer contributions up \$1 per month, to \$10 for family, \$8 single.

Benefit Setup Changed In Pension Plan At UPI

The benefit in the United Press International pension plan has been changed from a flat benefit to one geared to earnings.

It now provides: 0.55 percent of average monthly pay times years of service to 25, with a minimum of \$3 per month times years of service to 25. Average final pay is based on the last ten years, with a ceiling of \$800.

As originally instituted in 1959, the plan provided a flat benefit

Top Bracket To Receive \$200 At Labor Paper

Twin Cities, Minn.—Salaries of \$200 a week have been won by the Twin Cities Guild for the editor and business manager of the Minnesota Union Advocate.

A three-year contract will raise the two classifications by \$8 the first year, \$7 the second and \$5 the third—a \$20 jump in all.

In addition, the labor paper will add \$1 per month each year to its health and welfare plan, paying a final total of \$17 for married employees and \$11.40 for those who are single.

The ceiling on severance pay will be increased by three weeks to 35, and employees will receive a fourth week of vacation after 20 years' service.

Editor's Pay At Nation Goes To \$195 In '64

New York City—General increases of \$4 across the board for each year of the two-year pact are provided in the new New York Guild contract with the Nation magazine.

The senior editor goes to \$191 this year, then to \$195 next.

The general increase is applied to all minimums except to the mail clerk and office boy category. That classification remains \$58 to start, \$63 after 6 months, \$68 after 1 year. The local says this is already \$4 to \$5 better than the similar group in the major papers in the second year of those contracts.

The agreement cuts the age requirement for retirement with full severance pay from 65 to 62 years.

The contract is effective as of January 1, 1963.

San Jose Minimum Advances To \$157

San Jose, Calif.—A new top minimum of \$157 weekly for editorial and advertising staffers has been won by the San Jose Guild in negotiations with the Mercury and News.

The gain represents a \$4 pay hike.

Minimums generally are increased \$1.50 to \$4 the first year, \$1.50 to \$3 the second. Stenographer-clerks, inside classified advance \$2.50 and \$2 to \$93.50 and \$95.50.

Outside classified personnel go up \$3.50 and \$2.50 to new minimums of \$138.50 and \$141. General clerks get raises of \$2 and \$1.50 to \$79.50 and \$81.

The contract, which runs from June 18, 1962, to June 17, 1964, adds \$10,000 major medical for employees and families; provides for the ANG Model checkoff form; and extends the 5-day week, 8-hour day to the Sunnyvale of

CONTRACTS

Differentials Set Up In Gary Agreement

Gary, Ind.—A \$20-a-week differential over the reporter, classification for sports, news, Panorama, society, Sunday and assistant city editors and chief photographer is a new provision in the two-year contract between the Gary Guild and the Post-Tribune.

The reporter top minimum goes up \$4.40 to \$146.40. The pact is effective as of October 23, 1962.

Minimums are increased \$2.75 to \$4.40 the first year, and \$2.25 to \$3.50 the second.

Janitors go up \$2.75 to \$76.75, maids up the same to \$66.75. The general increase is \$3 to \$4.40 the first year, \$3 the second. The cost of living adjustment scale has been updated.

Other improvements include a night differential increase for editorial of 10 cents per shift, to \$1.85; a similar increase for janitorial workers to 60 cents.

Pension contributions are raised 88 cents an employee a week, to \$5.

\$3 and \$2 Pay Hikes Pattern For Aufbau

New York City—Individual salary increases of \$3 the first year and \$2 the second, bringing the pay range of full-time employees from \$74 to \$108.25 the first year, embodied in the new two-year agreement between the New York Guild and Aufbau, German-language newspaper.

The pact, effective as of last July 1, also contains improvements in welfare, severance pay and overtime clauses.

Lima Citizen Minimums Move Up \$5 To \$11.30

Lima, Ohio—Absorption of consumer price index increases to date plus a 3 percent increase send minimums up \$5 to \$11.30 in the new agreement negotiated with the Lima Citizen by the Lima Guild.

Top minimums go up \$5.40 to \$7.20. For reporters, display ad and similar categories, the increase is \$6.90 and the new top minimum \$114.30.

Sports, state, news and telegraph editors advance by \$7.20 to a new figure of \$124.60. For the society and women's editors the top minimum is the same as that of reporters, the increase being \$6.90.

The pact provides that merit raises be carried forward in addition to minimum increases.

Improvements were also made in the night differential, job security, leaves of absence and miscellaneous clauses.

The Moment Of Doubt

Ann Arbor, Mich.—College students have developed a disillusioned picture of American business and businessmen, according to the Michigan Business Review.

The publication discloses that fewer than 25 percent of the students questioned at Purdue University said they were interested in becoming businessmen and that at least 78 percent of the same students "said they believed that business leaders use illegal means of gaining money and power."

Organizing

[illegible]

'SLIM' LYNCH

EDITORIAL

'Runaway Inflation'

Customarily, negotiating differences are reported in pennies per hour or dollars per week. But not in New York, where the publishers prefer to talk in millions.

A Jan. 29 UPI dispatch on negotiations in the New York City newspaper strike described the bargaining situation as follows:

"A source close to the talks said there was a gap of more than \$20 million separating the two sides in their terms for a two-year contract." On what was this calculation based? UPI doesn't say, and it is not easy to determine. A more orthodox UPI dispatch the following day reported that the two sides were "separated by a package gap of \$24.23 per man per week."

Multiplying by the 3,000 ITU strikers, that would come to \$72,690 a week. Multiply that by 52, and the total is \$3,779,880—still considerably short of \$20 million. Even further multiplication by two to cover the two-year length of the contract only brings the figure to \$7,559,760.

Only by applying the difference to all of the other nonstriking newspaper employees can a figure in the neighborhood of \$20 million a year be reached.

Why stop there? The difference could be upped to \$40 million—to cover the full term of a two-year contract. Or to \$200 million—its cost over the next decade. Give figures their head, and there's no telling where they will stampede.

Free—And Responsible

Under the First Amendment, freedom of the press is guaranteed, because the press is presumed to have a public-service aspect.

Specific grants in the form of second-class mailing privileges are provided and, in general, the press has a favored position in the community and is often accorded a fulsome, even if undeserved, reverence.

It should be fully realized by both publishers and editors that these grants and this kudos are given, not for special privilege, but in expectation of service.

"Freedom of the press"—the phrase is constantly misused. It has been employed as economic argument in labor disputes.

It has been interpreted as license to print anything, any place, any time.

Lately it has been asserted by some editors against any so-called "classification" of military information on the ground that such withholding, whatever its rationale, is censorship and thus violation of that sacred freedom.

I believe that in these days of warfare, even though it be cold warfare and undeclared, it is not enough to ask "Is it news?" but also "Is it in the national interest?"

In sum, the press must be not only free; it must also be responsible.

—Lester Markel, Sunday editor,
New York Times, in Harper's
Magazine

Paradox

Attacking the "featherbedding" label as economic jingoism, Labor Secretary W. Willard Wirtz observes that it is often interpreted as an unwillingness to work.

It is just the opposite, he contends: "It is a reflection of such a desire to work that man is willing to suffer the indignity of hanging on to a job that has become obsolete."

—Frank C. Porter
Washington (D. C.) Post

The Guild Reporter

MAXWELL E. H. PYLE, Asst. Editor

Published by the American Newspaper Guild (AFL-CIO, CIO), the second and fourth Fridays of each month at 1126 16th St., N.W., Washington 6, D. C. \$3 per year. Single copies 15c.

Guild Reporter deadline at 1126 16th St., N.W., Washington 6, D. C.; letters, advertising and features the Friday preceding publication date; news, Monday preceding publication.

Vol. XXX, No. 4

February 8, 1963

American Newspaper Guild

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Newspaper Of The Future?



DATELINE: WASHINGTON

Congressional Reality:
The 4-Party System

By WILLARD SHELTON, Washington Guild



The President's biographer, James MacGregor Burns, has written a book on what he calls democracy's "deadlock," by which he means that Mr. Kennedy proposes programs to "get the country moving again" and discovers he is stalemated by a recalcitrant Congress. Mr. Burns thinks the country must move toward an expansion of presidential power and initiative — a conclusion with which this observer totally agrees, except that the real trick is to get Congress to agree. This is the permanent dilemma of a President who wishes to be strong.

I found it somewhat remarkable that Mr. Kennedy himself at the tag end of last year, in the long interview he gave the television newsmen, acknowledged a newfound realization of the enormous power and importance of Congress. Not a penny can be spent by the executive agencies except with the consent of Congress, and there is never a major bill enacted except after the most careful scrutiny and refinement by House and Senate committees; these facts are common knowledge.

The President spent six years in the House, eight years in the Senate, and toward the end he was chairman of the labor law subcommittee of Sen. Lister Hill's Committee on Labor and Public Welfare. He presided over hearings on minimum wages, their philosophy and practicalities; he was involved as a Senate captain in strenuous battles over amendments to the Taft-Hartley Act, and he did a masterly job in 1959 to keep the Landrum-Griffin amendments from being worse than they turned out.

Still, we have Mr. Kennedy's own testimony that he is puzzled by the self-assertiveness of Congress. It is by no means the first time that a President has awakened to the fact that any executive who attempts "strong" leadership will run into trouble on Capitol Hill. There was an infantile theory in 1945, when Mr. Truman succeeded Roosevelt, that things would go smoothly because good old Harry, plain as a shoe

and 10 years in the Senate, knew how Congress "felt about things." Within two years Mr. Truman was telling them, not asking them, and he was elected in 1948 in a campaign against the "no good, do-nothing 80th Congress."

Mr. Burns has come up with the concept that there are four parties in Congress—not two—and he labels them the presidential Democrats and the congressional Democrats, the presidential Republicans and the congressional Republicans. He thinks the tribe of "presidentials," in both parties, should increase. He sees continued "deadlock" unless the "presidentials" ascend.

We can split these divisions, no matter how Mr. Burns labels them, into other and more familiar nomenclatures. We can call them northern Democrats and liberal Republicans on the one hand and southern Democrats and conservative Republicans on the other. We can say that congressional power resides in a bipartisan conservative coalition, especially in the House. Or we can draw distinctions between city-minded members of the House and Senate, conscious of surging educational and employment needs, of driving ethnic minorities, and country boys based in small midwestern and southern towns and fighting a rear-guard action to preserve things as they never were—or haven't been since Henry Ford made the Model T and the country became really mobile.

The essential point is that a "strong" President is inevitably in conflict with Congress, on both issues and methods of operation, because the President has an occupational instinct to think nationally and members of the House and Senate think locally and sectionally, and because everybody involved shares the human desire for self-preservation. The Founding Fathers had a good deal of experience with conflicts between colonial executives and legislatures when they wrote the

Constitution; it cannot be supposed they were astonished when President Washington felt himself beset and hag-ridden by Congress and fled public life with relief.

Label the divisions in Congress what you will, the problem of Mr. Kennedy is to find ways of building a majority that will support him on major programs—at least to the extent of giving him the benefit of the doubt when the programs go up to Capitol Hill.

We are caught in a chasm between generations, to some degree, and the old men in Congress find it difficult to adjust to the world Mr. Kennedy lives in and sees clearly.

The arithmetic nevertheless is clear, and it has been clear since the President's Administration began.

He must attract to his support an increasing number of southern Democrats who, basically, are not nearly so conservative as the relatively small hard core of Dixiecrats who hold ranking places on committees. He must seek to frame programs so as to encourage the emergence of more and more Republicans willing to help the country make progress.

The bills must be drafted in the House and Senate so as to attract the maximum support that can be obtained against the inevitable coalition substitute that will be offered for any major domestic reform.

He must patiently encourage the legislative leaders to advance modern and "presidential" Democrats to significant committee memberships.

All of this takes time, but it is the only way leadership really can be exerted effectively. There is no way Congress can be transformed suddenly, as by a trick with mirrors.

Pueblo

Pueblo, Colo. — Pueblo Guild officers for 1963 are: Dale Van Horn, Chieftain reporter, president; Arthur M. Porter, Star-Journal and Chieftain advertising salesman, vice president; Cecil F. Osborne, Star-Journal reporter, secretary; and Ed Orazem, Star-Journal sports editor, treasurer.