



Bargaining Basics: Collective Bargaining Director J. William Blatz illustrates Guild concepts to team of four Brazilian newspaper unionists, seated right, while interpreter, seated left, translates in seminar conducted by ANG officials. Standing at right is Gene Meahins, Wire Service Guildsman and manager of the Brazilian team, which will visit Guild Locals in five cities and the ANG's Philadelphia Convention in July. (Story on Page 3.)

Guild Is Upheld On Checkoffs In Key Ruling

St. Louis, Mo.—The right of Guild Locals to compel the check-off of monthly dues increased to include the amount of assessments has been upheld in a significant arbitration decision here.

The arbitrator said he could see no reason why the St. Louis Guild "or any other Local of ANG cannot anticipate and provide for its financial needs, including the building-up of strike funds, by increasing its dues structure."

Prof. Russell A. Smith ruled in a case involving the St. Louis Globe-Democrat. His opinion also supported the legality of the deduction of assessments as such under contract clauses providing for the checkoff of Guild "membership dues."

The ANG Constitution defines membership dues to include both monthly dues and assessments.

Dismissing the Globe-Democrat's appeal, the arbitrator ruled: (Continued on Page 6)

Police Reporter To Commissioner

Detroit Newsman Heads Force He Once Covered

Detroit, Mich. — Veteran Guildsman Ray Girardin, who used to be a police reporter, is Detroit's new police commissioner.

Girardin has been active in Detroit Guild leadership for many years. He was elected the first Detroit Times Unit chairman at a 1933 gathering at which it was "agreed by unanimous vote to stand back of any member discharged . . . for attending this meeting."

He was still a Times staff member when that newspaper was purchased and folded by the Detroit News in November, 1960.

During the 25 years between the founding of the Guild and the folding of the Times, Girardin

Philadelphia, Pa.—As the Thirtieth Annual ANG Convention, July 8-12, approaches, members of the host Philadelphia Local are increasing the tempo of their preparations.

This is an election year for the Guild, and the convention will nominate candidates for president, executive vice president, secretary-treasurer, and for all 12 vice presidents—six for regions, six at large. Election will be by membership referendum.

The several hundred delegates and their families will begin checking in at the Sheraton Hotel on the weekend of July 6 and 7. Bess Elber is convention arrangements chairman.

The hotel will be convention headquarters, and its ballroom the scene of general business sessions and the convention banquet.

Within the framework of the necessary business of the convention, the local committees plan to provide the visitors with at least

a passing knowledge of Philadelphia and its rich history.

The entire convention party will participate in a tour of Society Hill, which includes such famous landmarks in American history as Independence Hall, Carpenters Hall, Christ Church, Christ Churchyard, the Betsy Ross House and others.

This refresher in history, on Wednesday afternoon, will be followed by a harbor tour on the new Showboat and a bus trip to Fairmount Park—which, Philadelphians say, is the largest of its kind within city limits in the world—for dinner at Belmont Mansion.

The entire outing will be within the city of Philadelphia.

The convention period will actually open July 5, when the International Executive Board will meet in pre-convention session, including the filling of committee assignments on its agenda.

Board members, ANG staff members and local Philadelphia officers will be guests of Michael Casino, Philadelphia Guild president, at his home.

Several councils and panels have already set meetings for Sunday, among them the Council of Councils, the Southern District Council, and the Circulation Panel.

Registration will open Sunday afternoon, and the Freshman Forum, intended for first-year delegates, will be conducted by ANG officers.

From 5:30 to 7:30 p.m. Sunday, the opening reception will be held in the Art Museum.

Formal opening of the convention will be at 9:30 o'clock, Monday morning, July 8, and a crowded schedule follows until adjournment the following Friday.

While delegates are transacting convention business, wives will have a number of events available: visits to Valley Green and a tour of Germantown mansions on Monday; a visit to the Art (Continued on Page 6)

Jury Intimidation Of Albany Press Assailed By IEB

The ANG's International Executive Board has condemned "harassment and intimidation of the press" by the Albany grand jury.

The board, at its spring meeting at ANG headquarters, said the grand jury had exceeded its authority, if reports

are correct, and the IEB extended its support to any Guild member who, under such circumstances, refuses to waive immunity to prosecution and protests being questioned under the First Amendment.

In another action the board endorsed a resolution by the Executive Board of the New York Guild declaring its "complete and total opposition" to a proposed Federal Communications Commission ruling which would restrict broadcasting of horse racing news.

The proposal was described as "a transparent and blatant infringement on freedom of the press which discriminates against one spectator sport on which bets are laid while leaving others, with which much more gambling is associated, alone."

The Albany grand jury, called to investigate the arrest of a citizen who had questioned a policeman about manhandling of a Negro, reportedly harassed newsmen of the Knickerbocker News and Times Union whose news stories led to public protest and forced the investigation.

Four newsmen refused to sign waivers of immunity and were not asked to testify. They were Robert G. Fichenberg, managing editor, and Duane LaFleche, city editor of the Knickerbocker News, and Daniel E. Button, executive editor, and Barnett Fowler, city editor of the Times Union. Both city editors are Guild members.

Attorneys for all four charged that the apparent pattern in the subpoenaing of editors indicated an encroachment on freedom of the press.

Noting that the newsmen called to testify had no first-hand knowledge of the arrest nor of the alleged police brutality, the IEB pointed out that they could have been questioned only about newspaper coverage of the story.

Since all sources were known and direct testimony about the facts was available, the board asked "what was the point of (Continued on Page 6)

Support Urged For Study Of Automation

The International Executive Board has urged the 1963 Convention and Guild Locals to support an ANG "study in depth" of automation and its effect on Guild bargaining.

The recommendation is one of more than 40 that will go before the Guild's highest body when it convenes in Philadelphia July 8.

Among other major recommendations approved at the IEB's May meeting in Washington:

► That Guild bargainers "consider the advantages" of news integrity clauses such as the one recently negotiated in Kenosha.

► That the 1950 Pittsburgh Convention's organizing priority of free riders, unorganized de-

See feature on newsroom automation . . . Page 4

partments, unorganized shops in organized cities and new Locals—in that order—be reestablished.

► That the Constitution be amended to permit regional or at-large vice presidential vacancies to remain until the following Convention, eliminating special elections.

► That the Convention authorize resumption of air freight delivery of the Guild Reporter to the West Coast for the remainder of the fiscal year.

(Earlier recommendations on finances and collective bargaining, including a higher future assessment schedule and a warning against too hasty adoption of "new approaches" to bargaining, were reported in the May 24 Guild Reporter.)

The IEB, noting that ANG proposes to study the automation problem, endorsed a collective (Continued on Page 2)

Toronto Accord Provides Automation Retraining

Toronto, Ontario — To soften the impact of automation, the Guild and the Toronto Star management have negotiated a job retraining and relocation formula.

The new 27-month contract contains, also, minimum salary increases that range as high as \$20.60.

If new processes, methods or equipment are to be introduced, the agreement calls for 90 days' notice to the Guild and discussion of ways to avoid or reduce the impact.

It calls for retraining and relocation procedures where possible and for consultation with the Guild.

Any retraining will be at the time and expense of the Star management. Employees with three years or more service are eligible

for retraining on the basis of one month for each year of continuous service to a maximum of 12 months from the date the Guild is notified.

If it proves impossible to retrain or relocate the employee, management can discharge him prior to the end of the training period but must give him a lump sum equivalent to his salary for the balance of the training period.

In the case of other reductions in staff, the agreement calls for 30 days' notice to the Guild (it had been two weeks). It adds provision for transfer to another department if suitable.

Severance pay is upped two weeks, to a 40-week top. For general dismissals, the rate of ac- (Continued on Page 4)

Labor Briefs

The bait of "super-seniority" can no longer be legally used as an inducement to strikebreaking as the result of a recent Supreme Court decision.

The court held that it was an unfair labor practice for the Erie (Pa.) Resistor Corp. to give extra 20-year employment credits to both new employees and union members who deserted an IUE strike to return to work.

The court upheld an NLRB order requiring the company to re-instate strikers without regard to "super-seniority" pledges made to the strikebreakers.

Unemployment in Canada declined by more than 15 percent in April but still affects 7 percent of the work force.

Figures released by the Dominion Bureau of Statistics showed 462,000 Canadians without jobs, 87,000 less than in March, when the unemployment rate was 8.4 percent.

The Detroit local of the International Association of Firefighters wants the union to put an end to the use of firemen against Negroes demonstrating for racial equality.

Condemning the use of fire hoses against Negroes in Birmingham, the Detroit firefighters urged the international to "bend every effort" to halt the assignment of firemen to disperse demonstrators "for the good of the fire service and our national image."

A Los Angeles company that sought to avoid awarding women equal pay for equal work had been told it can't accomplish it by firing all its feminine employees.

The NLRB ordered the Edmund A. Gray Co. to rehire six women discharged after the United Steelworkers asked equal pay for them during collective bargaining. The company's claim that the women could not do heavy lifting was branded a pre-text by the board.

Back Automation Study, IEB Urges Convention

(Continued from Page 1)

bargaining committee recommendation that Locals forward "all available information and problems" on the subject to the ANG.

It also approved a research and information committee recommendation that the automation study be undertaken "immediately."

The IEB expressed hope that a "policy" to meet the problems which arise with the advent of automation "would flow from the automation study."

While noting that some Locals, such as Toronto, "already are negotiating contract protection" against the impact of automation, the board declared that "a better and more complete picture of what is to come is indicated."

The board cited Kenosha's news integrity clause as "a protection which should bulwark freedom of the press" in public eyes. The clause requires that no reporter shall be required to distort the facts or create a false impression.

In recommending that the Pittsburgh organizing program be re-established, the board voted to restore a priority sequence set aside by last year's Convention. The Convention revised the program to place first emphasis on unorganized papers in organized cities and second emphasis on new Locals.

The board, in urging elimination of interim elections for at-large and regional vice presidents, said the machinery for filling vacancies in these positions is "cumbersome and costly." The board, it declared, can function "for such brief periods without the full complement of membership."

In the case of vacancies in the office of president, executive vice president or secretary-treasurer, the proposed Constitutional amendment would require a special referendum if the vacancy occurred more than six months before a convention. The Constitution now provides for elections if the vacancy occurs more than three months in advance.

The board noted that air freight shipment of the Guild Reporter to the West Coast on an experimental basis had sped up delivery by

Guild Rolls Hit April 1 High

ANG membership climbed to 31,446 April 1, the highest point at which it has ever stood at the end of the Guild's fiscal year, the IEB reports in its annual summary.

The figure represented an increase of 216 over the same date in 1962, the previous April 1 record. Twenty-two Locals reached a new high in membership during the year.

The largest gains were: Puerto Rico, 97; Washington, 76; Los Angeles, 67; Hawaii, 58; Philadelphia, 41; Cleveland, 34; New York, 31; Seattle-Tacoma, 26, and Denver, 23.

As much as a week before its discontinuation last December. It proposed that air shipment should be tried further for the balance of the year "before being made permanent."

Other recommendations that will go before the Philadelphia Convention include:

Collective Bargaining
Locals continue the drive for wage gains which will more truly reflect the position of newspaper workers and move them toward the ANG wage goals but without neglecting other contract areas.

Locals avail themselves of the services stemming from appointment of a Director of Collective Bargaining, with Locals forwarding all available information and problems to ANG.

Officers of Locals exercise greater care in following the collective bargaining program and constitutional provisions related thereto.

Negotiations be oriented toward "closing the gap separating circulation district managers and key classification minimums."

The Convention affirm the IEB's action in continuing to deny ANG benefits—after the Cleveland Guild signed new contracts but while the Guild was still observing craft picket lines—to members who had failed to perform strike duty during the

Guild's three-month strike for new contracts.

Constitution

The Constitution be amended to provide procedures for suspension of a member who crosses a Guild picket line pending the disposition of disciplinary proceedings against him.

The Constitution be amended to provide for disciplinary action against members who make false statements or withhold material information in applying for strike or lockout benefits.

The Constitution be amended to provide for Local concurrence in dropping delinquent members from the ANG rolls.

Organizing

The staff of Guild international representatives be restored from its present level of nine to its full complement of 11 "as soon as practical" and that "competent members of Locals be hired to augment the ANG staff" where feasible in specific organizing situations.

Research and Information
Determination of the future form of the Bude Award for outstanding Guild leadership be deferred until the IEB's October meeting.

All district councils establish college newspaper awards and standardize their contest rules with the ultimate objective of a national competition among the regional winners.

Guild Reporter
All Locals appoint correspondents to the GR and inform the GR of their names, addresses and telephone numbers.

Locals furnish the GR with "full information on new contract

settlements and other bargaining developments in order to permit increased emphasis on collective bargaining," as well as providing the GR with other news stories, features and photographs.

Locals and the GR make every effort to keep the GR mailing list "current and accurate" to assure speedy delivery and keep the cost of undeliverable copies to a minimum.

Political Action

Locals and District Councils continue to work with other union organizations for the enactment of federal, state, provincial and municipal Citizens' Job Protection Laws.

Locals accelerate the pace of voluntary collection drives for COPE to enable the Guild to reach its quota and "contribute its fair share to labor's political activity."

Locals and District Councils make treasury contributions directly to COPE in the United States and corresponding organizations in Canada.

Human Rights

All Locals seek "to advance in every way possible" the objectives of the Joint Fair Practices program to which the ANG and other unions subscribed last winter.

All Locals participate "to the fullest possible extent" in the commemoration of the 15th Anniversary of the U.N. Declaration of Human Rights, culminating in Human Rights Day Dec. 10.

All Locals establish Human Rights Committees and "utilize the new U.N. commemorative guidebook on community action for human rights in the development of local Guild programs."



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DAYS OF 'FIGHTING' NEWSPAPER NOT ENDED

What chance does a small (13,000 plus) metropolitan daily have to succeed as a political minority? Quote your own odds, but the Chicago Daily Column did it. Cravand, behind vigorous managing editor John Gosper, the scrappy daily campaigned for John J. Buchanan 16 and Alderman Emil J. Pucin's 18-year tenure. Success capped the crusade, with "IT'S BUCHANAN" emblazoned in 220-point type on the little daily's front page. E&P gives vivid insight into newspaper personalities as it reports all of the news about living journalists.

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Decries Confused Concept Of Individual's Rights

STATEN ISLAND, N. Y. Editor: I have heard views similar to those expressed by Chris MacGill in her (May 24) letter many times and sometimes from surprising sources. Each time I feel the same irritation—sometimes wrath—at the confused conception of individual rights that would—if carried through to a logical conclusion—justify an individual union poll in every strike situation—and let those who vote against a strike go to work.

Of course, the majority isn't always right; but a minority can't write its own constitution.

Presumably Lopez made up his mind whether to respect the Guild Constitution or not when he joined the Guild—as most of us do.

Let's not confuse the racial problem in the South (or North, for that matter) with the validity of the Guild's right to assert the supremacy of its constitution over

It Seems To Me

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 amend the constitution shall be published in the issue preceding the election or referendum. Letters relating to the start of voting shall be confined to rebuttal of material already published.

an individual's doubts about it in a moment of crisis.

But let's not forget, either, the members who vote against a strike—but who take part in it, anyway, thus showing that they realize that they are not serving a majority—but themselves.

NATE ANTHONY
New York Guild

Suggests Guild Observe Heywood Broun's Birth COLLINSVILLE, ILL. Editor: I have three personal reasons for making a suggestion concerning the memory of Heywood Broun. The first reason is that I knew and admired him all the way back to his great column,

"It Seems To Me," in the New York World in the 1920s.

Second, I was a charter member of the first Guild Unit in St. Louis, founded under Broun's leadership.

Third, I wrote the article on Heywood for the "Dictionary of American Biography," and out of that review of his career came increased esteem for how much he achieved in his 51 years of life.

My suggestion is that the Guild nationally and in units plan to observe the seventy-fifth anniversary of the founder's birth which comes this year.

He was born Dec. 7, 1888 and died Dec. 18, 1939.

Perhaps a memorial could be conducted in connection with the 1963 convention, with local observances at the time of the anniversary. Perhaps a special issue of the Guild Reporter would be in order.

In any event, this year provides extra reason to be grateful for what Heywood Broun did for us all. IRVING DILLARD
St. Louis Guild

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Greetings: Union leaders welcome Frank Chapple, assistant general secretary of the British Electrical Trades Union, with a reception at the Philip Murray Building, headquarters of the International Union of Electrical Workers and the ANG, at the start of an American trip. Left to right are: William J. Farson, ANG executive vice president; Chapple; Charles A. Perlik, Jr., ANG secretary-treasurer; James B. Carey, IUE president.

Opposition To Biennial Parleys Voiced At Empire State Session

Opposition to proposals for biennial Guild conventions was expressed at the spring meeting of the Empire State District Council in New York.

ANG President Arthur Rosenstock and International Vice President Edward Easton of New York and Jack Dobson of Toronto were among those who spoke against biennial conventions during a discussion of the proposals at the council meeting in New York Guild headquarters.

ANG Executive Vice President William J. Farson spoke in favor of biennial conventions. President Rosenstock urged the council delegates not to even consider the suggestion that Guild conventions be held every other year instead of annually.

Biennial conventions, Rosenstock declared, would be the first step toward the loss of democracy in the Guild.

While expressing his respect for the "talent and contributions" of paid Guild officials, both local and international, Rosenstock said:

"Biennial conventions come first, then the paid presidency." Farson, however, declared that he did not believe biennial conventions would weaken democracy in the Guild.

"Constitutional provisions for special conventions at the call of

the IEB or by membership referendum initiated by Locals would be unchanged, and such a special convention could be called in the off-year if needed," he emphasized.

Meanwhile, Farson said, there is always the IEB itself—which meets four times a year—to act as the "watchdog" for the membership.

Easton characterized the controversy over annual versus biennial conventions as being between rank-and-file Guild members on the one hand and paid, professional Guild officials on the other.

Dobson, who attended the council meeting while on his way to Washington for the May meeting of the IEB, the following week, told the delegates he felt the biennial convention was "a contrived issue."

"He said that the question had come up at an informal meeting of IEB members a year ago and that only the two paid officers had been for it."

A number of council delegates also spoke against biennial conventions, and the New York delegates explained that the New York Executive Board had not endorsed biennial conventions but only the discussion of such a possibility at the Philadelphia convention. They made it plain that

at present they are against it.

A motion to place the council formally on record against biennial conventions was tabled, however, after several delegates said they did not think they should vote on the question without having had an opportunity to determine the wishes of their locals.

Earlier in the council meeting, Thomas J. Murphy, executive vice president of the New York Guild, reported on the New York strikes and declared that the Guild is still the leader in gaining benefits for its members in New York.

"We are willing to share our leadership," he said, "but we will not relinquish it."

POI Session Features Biennial Discussion

Terre Haute, Ind.—The pros and cons of switching to biennial conventions were discussed by ANG Secretary-Treasurer Charles A. Perlik Jr. and Vice President James B. Woods of St. Louis at a meeting of the POI District Council May 25 and 26.

Perlik argued in favor of the change. Woods opposed it. A resolution endorsing the continuation of annual conventions was introduced but was withdrawn at the request of delegates who said they had no authorization from their locals to vote on it.

Organizing

Guild Wins 2 Votes, Loses At Chicopee

The Guild has won NLRB representation elections for units totaling 60 employees in San Jose, Calif., and Niagara Falls, N. Y.

Artists, proofreaders, mailing and maintenance employees of Stor-Ad Printers, a San Jose shop-her publisher, chose the Guild by a 17-3 vote.

Editorial employees at the Niagara Falls Gazette voted for the Guild by 21 to 18. The Gazette's three-man maintenance department rejected the Guild, 2 to 1.

All departments at the Niagara Falls plant were formerly represented by the Buffalo Guild, which recently disclaimed interest in the over-all unit and filed petitions for the editorial and maintenance groups.

In a runoff election, May 28, involving 229 eligible commercial, news and maintenance employees at the Dow Jones plant at Chicopee Falls, Mass., the vote was 127 for "no union" to 94 for the New York Guild.

In a previous election, May 16, the Guild chalked up the most votes—82—but failed to get a majority. For "no union" the count in the first election was 79; for the unaffiliated Independent Association of Publishers Employees, the count was 61, eliminating IAPE from the contest.

In Trenton, N. J., employees of the editorial department of the Trentonian, have publicly announced themselves as a Guild committee in preparation for an election to be sought in August.

At that time the Philadelphia

Guild will ask representation as bargaining agent for the Trentonian editorial group. That is the "open period" for an agreement which an independent association has with the newspaper.

The Trentonian editorial staff acted despite a setback which the Guild met in an election among the 37 commercial employees of the Trentonian. It lost, 21 to 14.

Unfair Charge Filed In Eagle Dismissals

New York City—The New York Guild has filed an unfair labor practice charge against the Brooklyn Eagle for firing three newsmen sympathetic to the Guild.

An NLRB officer has taken statements from principals in the case, which grew out of an Eagle employees' meeting addressed by a Guild representative. The Guild is seeking to organize the staff of the Eagle, which was revived last fall, seven years after going out of business during a Guild strike.

The three employees—two reporters and a copy reader—were dismissed after the May 6 meeting, at which I. Kaufman, editor of the New York Guild publication, Frontpage, spoke on behalf of the Guild. Kaufman was a longtime chairman of the old Eagle Guild unit.

Approximately 50 employees attended the meeting, originally called to consider the organization of an independent union.

N.Y. Publishers Seek Meeting With Unions

New York City—The New York City Publishers Association has invited representatives of the city's newspaper unions to a meeting to explore industry problems and prepare for future collective bargaining.

The proposal will be considered by the Newspaper Unions Unity Committee at a session scheduled for June 12.

Thomas J. Murphy, executive vice president of the New York Guild, said the Guild "will be glad to attend" the proposed meeting.

Bertram A. Powers, president of ITU Local 6, said he, too, favored acceptance.

The publishers' invitation was contained in a letter to Powers as chairman of the unity committee. It said the purpose of the meeting would be "to initiate some exploratory discussions on our mutual industrial problems and to prepare the way for new contract negotiations" in 1965.

Meanwhile, Elmer Brown, international president of the ITU, said any meeting of newspaper unions and publishers on a national scale should be limited to the discussion of production costs, automation and collective bargaining.

"Office boys and others without investment knowledge of the industry or top responsibility in the three areas proposed for the meeting's agenda" should "be left home," he declared.

Brown, writing in the June issue of the Typographical Journal, said the ITU was fully prepared to attend such a "summit" meeting. But he told a New York Times reporter that he had no intention of calling one, suggesting that a

third party undertake that function.

Proposals for union-management meetings on both a national and citywide basis have flourished since the conclusion of the 114-day New York newspaper strike.

The death of May 25 of Orvil E. Dryfoos, publisher of the Times, brought a tribute from Times Guildsmen who cited the sympathy and understanding he displayed for Guild members' problems during the strike.

"We will remember Mr. Dryfoos for his friendly ways and his many acts of personal kindness," said John Costello, Times unit chairman.

3 Printing Dates Advanced By GR

Because of the ANG Convention in Philadelphia next month, publication dates for three issues of the Guild Reporter are each being advanced one week.

This issue is appearing on June 7, instead of June 14; the next issue will bear a June 21 publication date instead of June 28; while the following one will be dated July 5, instead of July 12, which falls during Convention Week.

The deadlines for all GR material, of course, are being advanced to conform to the changed publication dates.

With the appearance of the post-convention issue of July 26, the customary sequence of publication on the second and fourth Fridays of each month will be resumed.

Brazilian Newspapermen To Visit 5 Guild Cities, Attend Convention

Guests of the Guild at its Philadelphia Convention will be members of a trade union journalists team from Brazil.

The group has been attending a seminar at the Department of Labor's trade union education center, with ANG officers and staff members as instructors.

On their itinerary, after they leave Washington, are a number of cities where they will visit Guild locals. In addition to their attendance at the ANG Convention, July 8-12, they will visit San Francisco, June 13-19; Denver, June 20-26; Chicago, June 30-July 3; Toronto, July 4-6; New York City, July 13-21.

While in Washington, the Brazilian journalists heard ANG Ex-

ecutive Vice President William J. Farson discuss organizing newspaper workers; Secretary-Treasurer Charles A. Perlik, Jr., explain ANG structure, government and finances; Director of Collective Bargaining J. William Blatz describe collective bargaining and contract enforcement and arbitration; Ellis T. Baker, editor of the Guild Reporter and Director of Research and Information, discuss the effects of professionalism, communism and management hostility on the history of the ANG; Stephen Ripley, executive secretary of the Contracts Committee, analyze the ANG's model contract; and David J. Eisen, Assistant Research and Information

Director, relate the history and growth of the Guild.

Team manager for the visitors is Gene Meakins of Denver, a member of the Wire Service Guild's UPI national committee.

Members of the Brazilian team are Vicente de Paulo Barreto, a member of the regional directorate of the National Democratic Union; Nelson Braga, secretary of the Union of Professional Journalists of Santa Catarina State; Carlos Alberto Silveira Lenzi, former assistant to the president of the Union of Professional Journalists of Santa Catarina State; and theodoro Narciso de Mello Jr., former president of the Union of Professional Journalists of the city of Juiz de Fora.

Memphis Vote Raises Dues To \$12 At Top

Memphis, Tenn.—A sharp dues increase, effective this month, has been approved overwhelmingly by the Memphis Guild.

By a referendum vote of 151 to 47, the local membership voted to top dues from the present model \$5 to a new high of \$12 for those earning \$195 and above. The dues floor, at present \$1.50, becomes \$3.40. The new dues structure is a flat 6 percent.

The increase is the first for Memphis in nearly eight years and was made necessary by the cost of protracted negotiations plus other drains on the local treasury, according to President Dick Lane. The Memphis local pays ANG defense fund assessments and ANG insurance premiums out of its treasury.

The vote for the increase, which doubled dues for some high-salaried members, capped an educational campaign which included a two-page letter to all members from President Lane explaining the necessity for such an increase.

In a special referendum June 9-15, Guild members in the Associated Press and United Press In-

ternational will vote on a \$1.50 increase in maximum dues.

Ballots in specially marked envelopes were to be mailed to members for voting during the second week in June, with returns to be postmarked by midnight June 15.

As explained by WilReport, official publication of the Wire Service Guild, the measure proposes to keep the present dues clause in the bylaws, changing only the maximum — from the present \$5.75 to \$7.25.

The dues rate is 5 percent of one week's pay per month up to the maximum. "This means," says WilReport, "there would be no change in dues for those earning \$115 a week or less. The increase would affect only those who are not now paying the 5 percent rate."

Last year, the wire service membership rejected by a 364 to 185 vote a dues increase proposal which included an "escalator" permitting the maximum to go up with future increases in Guild pay rates.

The present proposal contains no escalator.

Among Ourselves

Guildsman Thomas W. Ottenad of the St. Louis Post-Dispatch's Washington Bureau has been cited for an honorable mention by the Thomas L. Stokes Award judges. Ottenad was honored for his general coverage of the conservation news field.

Joyce Evans, active in POI Council and other Guild work, has resigned as associate women's editor of the Lima Citizen. She has been succeeded by Phyllis Wentz.

Tony Ingrassia, former executive vice president of the Milwau-

kee Guild, is now getting out Public Employee Viewpoint.

The paper, official publication of District Council 48, American Federation of State, County and Municipal Employees, AFL-CIO, is a bi-monthly tabloid.

M. W. (Bill) Newman, Chicago Daily News reporter and longtime Guild leader, received one of the first annual Communications Awards of the Citizens' Housing Committee for a series of stories on relocation abuses in the Hyde Park-Kenwood urban renewal area.

How To Buy

'Easy Money' A Boon To Mortgage Seekers

BY SIDNEY MARGOLIS
Guild Reporter
Consumer Expert

"Easier money" is good news for your family.

The greater availability of lending money this year is pushing down closing fees and mortgage rates on homes, and finance charges on cars and other goods. However, the new trend also requires new planning for family savings.

The record-high interest rates now being paid to savers by many banks and savings and loan associations may have to be trimmed. Here is how "easier money" affects you:

MORTGAGES: In many parts of the country, home-seekers and families who want to refinance present mortgages, now can find both larger loans and lower rates.

First, the Administration reduced the rate on FHA mortgages to 5½ per cent (plus an additional one-half of 1 per cent for mortgage insurance). The reduction from the previous 5½ per cent rate saved home-owners \$5 a month on a 30-year, \$15,000 mortgage, or a total of \$1,800.

But the Administration also made more mortgage money available through the Federal National Mortgage Association, and this action has proved to be a real boon. Today in some cities, especially in the East, banks and insurance companies are offering mortgages for as little as 5-5½ per cent, with the lower rates available to mortgage-seekers who can make substantial down payments.

Some lenders now are offering conventional mortgages for even less than the FHA rate.

INSTALLMENT FINANCING: Finance charges on new cars especially have been forced down by "easier money." The chief competition is among credit unions, banks and finance companies. In many large cities, finance charges have dropped to \$4.50 to \$5.50 per \$100 of debt on direct loans. This is about 50 cents per \$100 less than a year ago.

SAVINGS: Some banks and associations already have trimmed interest rates paid on savings accounts from the 4 and 4.5 per cent widely available recently.

Automation

—will newsmen become expendable?

"Hello," barks the reporter. "Give me rewrite."

Lights flash on the electronic telephone operator, and rewrite answers with a buzz. The legman starts to dictate his story. He does so without interruption, for while rewrite corrects his grammar and revises the story to conform with newspaper style, it doesn't growl any questions or challenge any facts.

"Rewrite" is an electronic computer, the first stage in an automated system that experts predict may make the newsroom of tomorrow more akin to an IBM center than to today's newspaper office.

How far away is "tomorrow"? No further than 1973, in the expectation of John Diebold, a leading authority on newspaper automation. Maybe as early as 1970, says New York University's journalism publication, "News, Workshop."

"I have never seen an industry that is going to be more completely changed in the next decade as a result of automation," Diebold told the American Society of Newspaper Editors recently, "nor one which today realizes it less."

There will be little room for the rewrite man or copy reader and not a great deal more for the deskman on the electronic newspaper envisioned by either Diebold or NYU. Diebold, who has been working for a year as an advisor to the Chicago Sun Times and Daily News, visualizes an "editor's console" as "the heart of the editorial office of 1973." (See artist's sketch at right above.)

The console will link the editor with a central computing system that will ingest wire-service copy, stories phoned in or written by reporters and material called up on command from an automated morgue.

The computer will store all of this copy in its memory, disgorging desired portions of it on a console display screen at a press of the editor's button.

The editor will be able to make corrections by using an electronic "light pencil," "light eraser" and "rewriter-style" keyboard and to dummy pages by similar electronic maneuvering. When he is ready to print, he will press another button and transmit the entire page image to a printing plate.

As NYU's "News Workshop" visualizes it, there won't even be that much work left for the editor. News will go directly from reporter to electronic typesetter.

The voice of a correspondent in Washington, for example, will be translated into tape by computer and transmitted across the continent. His story will be received by "electrically controlled voice-setting machines" and sent via photo plates to composing-room tape setters.

Cartoons by Newkirk, NYU News Workshop; sketch from ASNE Bulletin.

Boston Typos Settle; Guild Talks Go On

Boston, Mass. — Boston publishers negotiated an \$8.50 increase in a two-year contract with the ITU last week as negotiations continued between the Guild and the Herald-Traveler.

A panel of arbitrators opened hearings on the Herald-Traveler contract May 25. Testimony was limited to the presentation of financial data by the publisher.

The panel, headed by Theodore W. Kheel, asked the two sides to continue negotiations while it deliberates on the case. Additional hearings are scheduled June 17-22.

A negotiating session was held June 5 but produced no major progress. New talks will be held next week.

The company has offered the Guild \$8.50 over a three-year period.

Retraining Won At Toronto Star

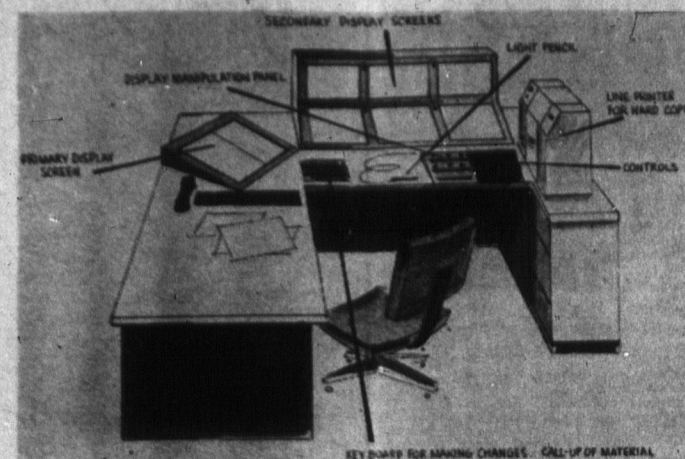
(Continued from Page 1)
crual remains one week for each six months' service.

For those dismissed for economy or new methods, processes or equipment, however, provisions have been added for pay at the rate of one week for five months or major fraction to a top of 38 weeks, plus \$500.

An employee due to be dismissed by reason of new processes who has three or more years' service, can get the same arrangement if he resigns prior to the start of retraining. If he resigns after the start of retraining, his rate is one week for each six months up to a ceiling of 40 weeks, and he does not receive the \$500 bonus.

The new pact, which becomes effective October 1, 1962, provides for a general increase of 4 percent of gross earnings (including overtime and differentials).

As a result of the settlement, minimums in key jobs accounting for the bulk of Star employees, are



While such a system presumably would eliminate rewrite men, copy readers and, for many purposes, deskmen, it would place a heavy burden on the reporter, who would have to absorb some of their functions into his own job.

Computers, says the Workshop, can be programmed to correct grammar and incorporate style but not—at least not yet—reorganize and restructure stories.

Corrections would be possible but costly and time-consuming, requiring the recasting of entire pages.

The ultimate in elimination of intermediate processes is forecast by Harold C. Durbin of the American Newspaper Publishers Association's Research Institute. He foresees—at an unspecified date—the transmission of news directly from reporter to printing plate.

Central computers, Durbin predicted in a recent speech to the Northwest Mechanical Conference, will collect news and advertising from suburban offices, combine them with general news and advertising and send finished pages back to "satellite" printing plants in each suburban area.

Already there is talk of a computer network with which participating newspapers would make their electronic equipment available to each other by telephone wire in the event of a local computer failure.

This plan is being fostered by the Oklahoma City Daily Oklahoman and Times, one of three major newspapers that has already installed computers to set type.

Papers represented at a recent conference called to discuss the network proposal included the Baltimore Sun, New York Daily News, Washington Star, St. Louis Post-Dispatch and the Copley chain.

Optimism does not reign unchallenged in the field of newspaper automation, however. One scientist has suggested that there may well be a bug in all this electronic optimism.

Dr. Athelstan F. Spilhaus of the University of Minnesota's Institute of the ANPA's recent convention that computers cannot be considered entirely reliable.

"Knowing the unreliability of computers and the rigid deadlines of newspaper publishing," he said, "we feel constrained to suggest that close attention be given to the need for redundancy to achieve reliability."

Or, to put it another way, it might be a good idea to keep a few human beings around.

Cartoons by Newkirk, NYU News Workshop; sketch from ASNE Bulletin.

Court Says An Agency Shop Legal

The Supreme Court ruled this week that the agency shop—a variety of union security incorporated into several Guild contracts—is legal under the Taft-Hartley Law.

But it simultaneously upheld the right of "right-to-work" states to ban the agency shop as well as the union shop.

Under the union shop, all employees covered by a collective bargaining agreement must join the union. Under an agency shop, they are not required to join but must pay a service fee equivalent to dues if they do not.

The court's main decision reversed a ruling by a Cincinnati Circuit Court, which held that the Taft-Hartley Act outlawed the agency shop in an Indiana case. The Indiana Supreme Court had ruled, ironically, that the provision was legal under Indiana's "right-to-work" law.

The decision removed a legal cloud from agency-shop provisions in Guild contracts at the Hammond Times and the Terre Haute Tribune & Star. The Guild also has agency-shop clauses at the Philadelphia Inquirer and the St. Louis Post-Dispatch.

While the Supreme Court held that Florida could outlaw the agency shop as well as the union shop, it reserved decision pending new arguments on whether the Florida courts or the NLRB have jurisdiction over enforcing the ban.

Justice Byron R. White, in delivering an 8-0 opinion on the Indiana case, said the agency shop "imposes no burdens not imposed by a permissible union-shop contract and compels the performance of only those duties of membership which are enforceable by discharge under a union-shop arrangement."

Julius Klyman, Ex-Member Of IEB, Succumbs

St. Louis, Mo.—Julius Klyman, 65, a St. Louis Guildsman since the Guild's pioneer days, died at his home here of leukemia.

Klyman was an early Guild organizer and was for several terms an international vice president.

He had been a member of the Post-Dispatch's staff since 1921 and head of its Sunday pictures department since 1944 after serving as a reporter, feature writer and assistant editor of the department.

In 1957, 1958, 1959 and 1961, he was a member of the juries that selected Pulitzer Prize winners. He attended the University of Missouri School of Mines and received his B.S. degree in 1921 from Lafayette College.

Card Check Set On York Paper

York, Pa.—Agreement on a card check in the Gazette and Daily advertising department has been reached by the Guild and the newspaper management.

Eight employees are involved. They would become members of the same unit which the York Guild has in the editorial department and would be covered by the same contract.

Vacations—Fourth week after 18 years. It was after 23.

A Spectre Laid To Rest

Anti-Scab Laws No Growth Bar, Testify States That Have Them

Dire warnings of labor strife, failing industries and runaway businesses as a result of citizens' job protection laws have failed to materialize. On the contrary, laws restricting the use of professional strikebreakers have not damaged the business climates of the states and cities where they are in effect and may even have improved matters.

That is the consensus of a survey by the ITU Review of officials from among the ten states and 24 cities which have enacted legislation against professional strikebreakers.

"The law does not appear to have had any type of adverse effect upon the state's program for attracting new industry," wrote Delaware's Gov. Elbert N. Carvel, who added:

"I approved this legislation with the belief that over the years it would have a favorable influence on labor-management relations." Maryland's Department of Labor and Industry wrote, "We... never had a request from any source as to whether or not such a law existed in Maryland. Therefore, we feel it safe to assume that the enactment of this law has had no effect on those firms desiring to locate in this state."

Washington state's Department of Labor and Industries believes the law "... would have a very strong tendency to keep (Communi-

2 More Towns Prohibit Scabs

Two more municipalities—Irrington, N. J., and Lockport, Ill.—have enacted laws forbidding the employment of professional strikebreakers.

Irrington became the 14th municipality in that state to adopt an anti-strikebreaking ordinance. Lockport is the first town to do so in Illinois.

Twenty-four municipalities now have statutes that make the use of professional strikebreakers illegal.

Further, the department spokesman wrote, "Members of the Association of Washington Industries (a management group) were of the opinion that the legislation would be encouraging to any industry considering a plant location in the state of Washington."

From the office of the governor of Pennsylvania, which has had an anti-scab law since 1937, came this word:

"We feel that the law had the effect of creating good labor-management relations. This is true for two reasons. First, it discourages the use of strikebreakers, which

has a tendency to create labor-management problems. Second, labor is aware that it will not be confronted with the problem of strikebreaking."

The mayor of Wilmington, Del., first city in the nation to outlaw professional strikebreakers, reported "there have been no difficulties... our ordinance has not been detrimental to industry...."

The law at Manchester, N. H., has not had an adverse effect, according to the city's Industrial Council: "We've had great success in bringing in new industry in the last year or two. We've added 1,500 to 2,000 jobs during that period."

At Rochester, N. Y., "we had some opposition from the Chamber of Commerce before the bill was passed," the mayor wrote, but he added that there has been no reaction since.

Plainly, anti-scab laws have not created the "anti-business" climate that was the theme of most opponents. The thinking of most responsible civic and business leaders seems to be summed up by Rochester's Mayor Henry E. Gillett:

"If any industry planning to locate in Rochester doesn't want to come here because we have an anti-strikebreaker law, that is the kind of industry we don't want!"

Hawaii Negotiations Near Crisis Stage As Guild, 3 Other Unions Vote Strike

Honolulu, Hawaii — With all unions involved except the Typographers having taken strike votes, newspaper negotiations here are approaching a crisis.

The executive committee of the Hawaii Guild has received authority to call a strike against the Hawaii Newspaper Agency, the Star-Bulletin and the Star-Bulletin Printing Company, and the Advertiser and its commercial printing division, "unless a fair and just contract is negotiated."

The Hawaii Newspaper Agency is the producer of the Star-Bulletin and Advertiser, evening and morning local dailies.

Strike authority was voted by

the Guild membership overwhelmingly, 153 to 16, at an emergency meeting, May 23.

Guild contracts with these companies expired March 31. Since early February, Guild negotiators have been in intermittent sessions with them.

The first money proposal from the companies was given the Guild and other unions about two weeks ago.

Since then, management has indicated that it will make no new money offer until the Guild scales down its demands and has indicated that the size of the new money offer will be contingent upon the re-establishment of sick

leave waiting periods.

Management's proposals include: \$3.50 a week on the top (\$150) and scaled down; some improvement on the pension plan; possible reduction in cost to employees on group life premium; establishment of a two-day waiting period in any illness (unless hospitalized from the first day).

On issues common to the unions involved, there has been joint bargaining.

The other unions are: Typographers, Longshoremen (who represent circulation district managers), Pressmen and Photoengravers, all with contracts which have expired.



Pinup Ceremony: Past president and 25-year membership pins are presented to members of the Brocton Guild.

President George Murphy pins the first on Past President Thomas E. O'Brien, also a 25-year member. Seated, from left, are: Vicky Debbas, 25-year member; Cornelius T. Lyons, 25-year member; Mrs. H. Corinne Thompson, past president and 25-year member; Frank June, past president. Standing are: Murphy, O'Brien, Howard J. Foster, past president; Peter T. Farley, past president; Robert E. Riordan, 25-year member; and Weston Jenney, 25-year member. Unable to be present were past presidents Melvin W. Smith and Stanley A. Bannan, also a 25-year member, and 25-year members Bettina Kypor, George M. Dalton and Maude L. Conway.

Detroit Newsman Heads Force He Once Covered

(Continued from Page 1)
Girardin to succeed George Edwards as police commissioner.

Girardin recalls his first assignment as a \$15-a-week reporter on the Pontiac, Mich., Daily Press. It was covering the erection of a sign for the announcements for a church.

In 1929, he became a staffer on the Detroit Times.

There he made a reputation through the years as a crime and general reporter.

What does Girardin think of the past and future of the newspaper business? Does he believe there were giants in those days?

"Listen," he is quoted in a Detroit Guild Page One yearbook, "I used to get as mad as anyone when an oldtimer said, 'They don't make reporters any more.'"

"But the business has changed. It's not as rough-and-tumble as it used to be."

"In the old days, you might see your wife and you might not. Reporters today are different. There are some fine newspapermen around, but they're family men and they live in the suburbs and there just isn't the competition there used to be."



RAY GIRARDIN

"The big thing, though, is the way some of them talk to people. They're too impersonal."

"I think I knew the word empathy before it became a cliché in advertising and communications."

"A reporter has got to put himself in the position of the person he's advancing on to get the story."

Philadelphia Guild Busy As '63 Convention Nears

(Continued from Page 1)

Museum on Tuesday; luncheon at the Hawaiian Cottage and a shopping tour on the Cherry Hill Mall, Cherry Hill, N. J., on Thursday.

Fiscal officers of locals will be invited to an informal meeting called by ANG Secretary-Treasurer Charles A. Perlik, Jr., during the week.

Guild Attorney Irving Leuchter will be available for consultation during the week, and for a part of the week, Joseph Daus, pension consultant, will be at the convention.

A highlight of the annual banquet in the hotel's Grand Ballroom Tuesday night will be the presentation by the Philadelphia Guild of a Page One Award to Eugene Ormandy, conductor of the Philadelphia Orchestra.

For the convention children who may not be too enthusiastic about some of the events arranged for adults, the host local is arranging children-only bus tours to Franklin Institute and the Zoo and to Valley Forge.

Convention Delegates

The following delegates have been elected to the ANG Convention July 8-12:

Chicago — Robert Zonka, Marsh Schiewe, Ed Gilbreth, Lois Wille and Audrey Rendall.
Cleveland — Emerson Batdorff, Bill Davy, Jack Weir and Noel Wical.

Lincoln — Glen A. Schoonover and William Hines.
Los Angeles — Nick Abraham, Jim Bennett, Morry Randall and Lynn Igou.

Portland, Maine — Philip J. Fox and John K. Murphy.
Pueblo — Dale Van Horn.

St. Louis — Al Delugach, Frank Suroff, Barney Wippold, Jim Woods and Rollin Everett.
San Diego — Glenn F. Moon and William H. Lee.
San Francisco-Oakland — Fred Fletcher, Barney Peterson, Bill Boldenweck, Ed Reynolds, Harvey Wing, Lou Webb, Bob Guiles, Ray Massingale, Vera Moore and Elinor Redner.

San Jose — Dale B. Lane and Robert J. Hickey.
Scranton — Gene Brislin and Willard W. Jenkins.
Toronto — Cyril Brimicombe, Ross Miller, Jack Dobson, R. H. Buchanan, Harry Brohm, Mrs. Muriel Grover and George Anderson.

Twin Cities — John Carmichael and Angelo Cohn.
Vancouver-New Westminster — William McLeman and Chris Crombie.

Board Assails Grand Jury Harassment

(Continued from Page 1)

In an earlier grand jury investigation of police brutality to a Negro, Guildsman Edward Swietnicki was called to testify six times in five months. The only result of that probe was that Swietnicki, for what the board described as "trivial and immaterial discrepancies" as to whether or not he had discussed the case with his managing editor, was indicted for perjury.

His trial is expected this month.

In both cases reporters were asked whether they believed the stories had been overplayed. In connection with the alleged police brutality to Negroes, reporters were asked whether they were members of the American Civil Liberties Union or the National Association for the Advancement of Colored People.

"We condemn such harassment and intimidation of the press," the IEB stated. "The subject of the inquiry was the charged police brutality and the arrest of the questioning citizen."

"It was not how the newspapers came by and reported the stories, nor the standards of accuracy used in reporting, nor even the accuracy of the stories. Nor do we think the grand jury has power to investigate such a subject and, if it does, it subverts the protection extended to the free press by the First Amendment."

"In these circumstances," the IEB declared, "any Guild member who, when subpoenaed, elects to refuse to waive immunity and, if questioned, objects to the questioning as immaterial and beyond the power of the grand jury has our full support."

In all, eight newsmen testified a total of 19 times during the past year.

In addition to the two cases specifically cited by the IEB, newsmen also were subpoenaed to testify on a series of articles involving irregularities at polling places.

Guild Wins Key Checkoff Decision

(Continued from Page 1)

crat's contention that the St. Louis Guild's action in increasing dues by the amount of the assessment constituted a subterfuge. Prof. Smith pointed out that the dues increase would not automatically expire with the ending of assessments but could be continued if other expenses required.

Prof. Smith ruled that the Guild's executive committee the right to restore, dues to their former level when it felt expenses would so permit. But it did not require a reduction when the ANG assessment ceased.

Prof. Smith pointed out that the increased structure provides members with no alternative of paying a lesser amount without penalty and becomes for all internal purposes a fully effective structure of dues which must be paid as a condition of good standing in the union.

Prof. Smith found that the parties, in adopting the present checkoff language in 1954, may not at that time have meant that ANG assessments should be checked off. But, he said, the

company, by checking off assessments as a part of dues on other occasions since then, was barred from such a contention in 1963, and members who had previously paid assessments as a part of dues through checkoff were barred from objecting in 1963.

He did make an exception of any employee who was not a member between 1954 and August, 1962, the date of the last previous ANG assessment, and who thus had no opportunity to object to such a checkoff. He found the company would have been correct in heeding any such member who objected to the January and February checkoff.

Prof. Smith made thorough studies of cases cited by Morris Levin, attorney for the Guild, and Lon Hocker, attorney for the company, as well as other cases. He said it was his opinion that the Guild's amended dues structure conformed to any restriction imposed by the National Labor Relations Act but that the authority to decide that legal question was vested in the NLRB and the courts rather than the arbitrator.

Rollin Everett, executive secretary, testified for the Guild.

Quarterly Budget

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

Per Capita Taxes	\$ 7,900.00	Salaries, assistants	\$ 3,445.00
AFL-CIO	900.00	Salary, clerk	500.00
IFP-IAPFWO	900.00	Expenses, editor	15.00
Total	\$ 9,700.00	Expenses, assistants	100.00
Organizing and Service	\$ 26,500.00	Printing and Mailing	7,500.00
Salaries, sec-steno	750.00	Postage	1,500.00
Salaries, sec-steno	12,000.00	Pit and Special Material	500.00
Salaries, sec-steno	1,500.00	Miscellaneous	125.00
Misc. Org. Expenses	1,500.00	Total	\$ 15,720.00
Total	\$ 40,750.00	Administration	
Collective Bargaining	\$ 3,850.00	Salary, Office Mgr.—Head	\$ 2,145.00
Salary, Director	2,405.00	Salary, sec-steno	3,000.00
Salary, sec-steno	750.00	Salaries, bookkeeping Dept.	2,500.00
Salaries, sec-steno	2,035.00	Salaries, General Clerk	1,500.00
Pension Consultation	700.00	Rent and Maintenance	4,025.00
Expenses, personnel	1,000.00	Stationery & Supplies	1,250.00
Expenses, miscellaneous	1,000.00	Equipment	200.00
Total	\$ 10,135.00	Telephone & Telegraph	2,500.00
Legal & Coll. Bar. Ser.	2,035.00	Renov. & Improvements	1,125.00
Salaries, Director	1,625.00	Postage	100.00
Salaries, assistants	2,035.00	Insurance & Bonding	1,200.00
Salaries, sec-steno	125.00	Employee Pension	2,000.00
Expenses, director	25.00	Employee Health & Welfare	2,500.00
Books and Periodicals	125.00	Miscellaneous	300.00
Subscriptions	35.00	Total	\$ 23,455.00
Other printed material	125.00	Executive	
Publications and Literature	400.00	Salaries	\$ 7,454.00
ANG Manual	500.00	Expenses	2,000.00
Org. & Other Literature	250.00	Total	\$ 9,454.00
Training Conf. and Seminars	50.00	Other Expenses	
Miscellaneous	50.00	Payroll and Pers. Prop Taxes	\$ 2,000.00
Total	\$ 6,897.50	Contrib. Union	500.00
Guild Reporter	\$ 1,625.00	Brown Award	200.00
Salary, editor	1,625.00	Brown Award Expenses	1,200.00
Total	\$ 27,000.00	Delegates and Committees	2,000.00
GRAND TOTAL	\$141,305.00	12th Meetings	5,000.00

Canadian Council Hosts Seminar For Montreal

Montreal, Quebec—"What Makes a Good Local Good?" is the theme of a Guild seminar here, June 15 and 16.

The Laurentian Hotel will be the scene of the seminar on local union administration for the new Montreal Guild local, sponsored by the Canadian District Council.

The seminar will be conducted by Ellis T. Baker, ANG Director of Research and Information, and Charles A. Perlik, Jr., ANG secretary-treasurer.

Topics will include: "How Collective Bargaining Works," "The Importance of Contract Enforcement," "Administrative Problems and Procedures," "Organizing," "Programs for New Members," and "Communications for All Members."

San Jose invites CNDC For Autumn Meeting

Stockton, Calif.—An invitation from the San Jose Guild to the California-Nevada District Council to hold its fall meeting in that city was accepted by council delegates at a meeting here June 1-2.

The fall session is scheduled for Nov. 2-3.

Guild problems were discussed at the council meeting here.

Locals represented were: Stockton, San Jose, Sacramento, Berkeley, Los Angeles and San Francisco-Oakland.

For those having a B.A. degree, salaries are 3 to 5 percent higher in most fields than they were last year.

Many new grads will receive between \$86 and \$138 on a weekly basis in their starting positions.

Many students are finding they can be choosy, the Wall Street Journal reports. It cites a University of Chicago student who notes that he has received seven offers, the best amounting to \$167 weekly. "But I haven't accepted it, yet," he adds.

A survey of more than two score companies, the Journal reports, shows not only are they hiring an average of 10 percent more graduates this spring than in 1962, but their pay offers average about 5 percent higher than a year ago.

The same trend is indicated in figures compiled by colleges. Northwestern University, tabulating the results of a check of 210 companies, found that on an average, firms plan to up both the number of graduates hired and their starting pay about 4 percent over last year.

And the Wall Street Journal quotes a recruiter for a firm that designs computers used in space activities as saying that whereas his firm hired one electrical engineer with a bachelor's degree for \$167 weekly out of the 1962 graduating class, offers of \$173 and \$178 weekly to 1963 graduates had yet to be accepted.

From the personnel director for a Southern California electronics company comes the word that his firm recently offered a starting salary of \$161 weekly to a 21-year-old electrical engineer who will graduate sixth or seventh in his class, is unmarried, still has his military service ahead of him and has no experience.

"The offer was \$35 a month more than we've ever offered a graduate with only a bachelor's degree," the personnel director said. "Know what the kid told us? He said, 'Give me a month or two to think it over, and I'll let you know.'"

Such offers, however, are not made by his firm to most graduating electrical engineers, he explained. Normal starting pay ranges from \$137 to \$144 weekly, an increase of from 3 percent to 7 percent over 1962.

Local Copy

A PAGE FOR OFFICERS AND STEWARDS

News Industry Losing Talent, Barrett Warns

"American newspapers," according to Dean Edward W. Barrett of Columbia University's Graduate School of Journalism, "are attracting too little of the best journalistic talent."

And he added, they "seem to be doing too little with the best talent that they do get and are losing too much of it too fast."

He noted, in an interview with the New York Times, that in a recent study of 100 graduates who had been out of school for two to 11 years, only 48 percent of the original 70 percent who had joined newspapers or wire services were still in the field.

Over the same period, the number of graduates in radio, television, magazines, public relations and teaching showed an increase, he said.

Dean Barrett had some things to say about United States press performance.

Only 18 of 200 major newspapers in this country can be considered first-rate, he asserted. One could, he said, classify about 50, both large and small, as "bad."

While journalism students are being trained for good newspaper

Starting Pay Up Sharply, Wirtz Tells Graduates

The job outlook for college graduates was never brighter than this spring.

Starting salaries in almost all fields have gone up, Secretary of Labor W. Willard Wirtz says in an "open letter" to the grads.

For those having a B.A. degree, salaries are 3 to 5 percent higher in most fields than they were last year.

Many new grads will receive between \$86 and \$138 on a weekly basis in their starting positions.

Many students are finding they can be choosy, the Wall Street Journal reports. It cites a University of Chicago student who notes that he has received seven offers, the best amounting to \$167 weekly. "But I haven't accepted it, yet," he adds.

A survey of more than two score companies, the Journal re-

Day Book

ACTIVITIES

Middle Atlantic District Council, regular meeting, June 8-9, Hotel Sheraton, Scranton.

ANG Weekend Institute for the Montreal Local, sponsored by the Canadian District Council, June 15-16, Laurentian Hotel, Montreal.

Council of Councils, annual meeting, 2 p.m., July 1, Sheraton Hotel, Philadelphia.

Thirtieth Annual Convention, American Newspaper Guild, Sheraton Hotel, Philadelphia, July 8-12.

LABOR BOARD PROCEEDINGS

Norfolk, Va.: Representation election to be conducted by the National Labor Relations Board June 25 to determine whether the Hampton Roads Guild shall become the bargaining agent for all non-Guild-covered photographic employees of the Norfolk-Peninsula News-Papers, Inc.

Detroit, Mich.: NLRB hearing scheduled July 22 on unfair labor practice charges of discrimination against union members filed by the Detroit Guild against the Detroit News.

What Makes A Good Union?

'Vision, Democracy, Honesty, Effectiveness,' Meany Replies

A good union must be effective, democratic, honest and possessive of broad vision, as AFL-CIO President George Meany sees it.

Meany set forth his criteria for judging a union's merit in an address to the recent 75th anniversary dinner of the International Association of Machinists.

Neither age, size nor strength are satisfactory gauges of a good union, Meany said. He listed the following characteristics as decisive.

"A good union must be able to protect its members and win a reasonable measure of economic justice for them."

"A good union must be run by the members and for the members. It must be a representative democracy of the highest type."

There must be leaders—strong leaders, able to stand firm for what they believe is right and to fight for it against what might appear to be a popular position. But they must always be subject to the support or the rejection of

the general membership of the union.

"A good union must be an honest union. . . . The integrity of a good union is all-inclusive. It extends to its relationships with employers; to what it says to its own members; to the very formulation of its policies and to a sober evaluation of its own performances."

"But that is possible only when employers, too, sincerely want a fair agreement, not one that will give workers less than they properly should receive."

"Some good unions have a great many strikes. They are found in those industries where management as a whole has never become reconciled to collective bargaining, where its aim is not only to force the hardest economic bargain, but to hamper in every possible way the effective functioning of the union itself."

"The number of strikes in which a union is involved is no indication of its quality," Meany declared, although, he observed, "the newspaper editorial writers would have us believe that a good

union never gets involved in a strike."

"It is true that some good unions have long records of industrial peace," he said. "And of course, this is commendable—as long as the interests of the members have been protected and advanced during the periods of industrial peace."

"But that is possible only when employers, too, sincerely want a fair agreement, not one that will give workers less than they properly should receive."

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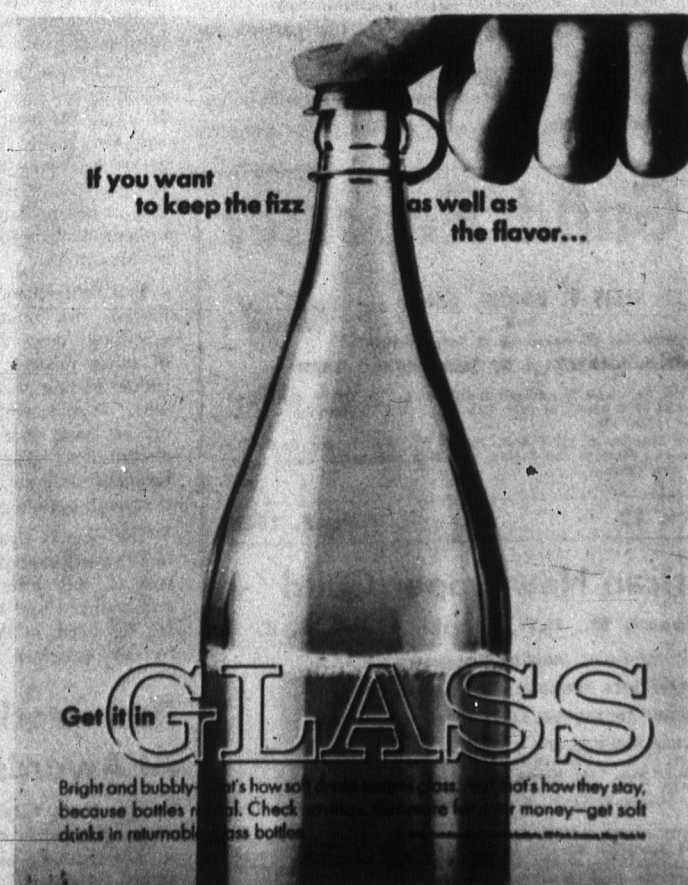
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When you
"get it in glass,"
you get a package
union craftsmen
make



Glass Container Manufacturers Institute, 99 Park Avenue, New York 16

EDITORIAL

Pattern Of Harassment

If reports are correct, there appears to have been no more flagrant case of harassment of newspapermen in recent years than that witnessed for the past 12 months in Albany, N. Y.

Eight newsmen have been called to testify before an Albany grand jury on 19 occasions in three separate investigations during this time. Now, one of them has been charged with perjury on the basis of what have been described as "trivial and immaterial discrepancies" in his testimony.

In two of the three investigations, reporters questioned had no first-hand knowledge of the facts. Interrogation could only concern their papers' handling of these facts—an area into which the jury could hardly tread without infringing upon freedom of the press.

Particularly ominous are reports that two of the reporters were subjected to such questions as whether they belonged to the NAACP or the American Civil Liberties Union, and whether they thought their stories had been overplayed.

The grand jury that asked these questions was not empaneled to investigate newspaper coverage but to probe the arrest of a citizen who questioned police manhandling of a Negro. The police were exonerated of misconduct; only the reporter who wrote the story was indicted—on a perjury charge.

The ANG's International Executive Board has denounced this pattern of harassment and has pledged its support to any Guild member who protests such questioning as a violation of the First Amendment. We think it clearly is.

Sick, Sick Tax Plan

If low-income taxpayers don't speak up, they may find the government taking out of one pocket most of the tax cut it is depositing with great fanfare in the other.

The latest tax "reform" measure aimed at the lower brackets is a proposal to tax sick pay until an employee has been ill for 30 days. Current tax regulations exclude sick pay from the start of an illness if the employee is hospitalized and after seven days if he isn't.

The House Ways and Means Committee has already given tentative approval to this plan, a toned-down version of an administration proposal to abolish the sick-pay exclusion entirely.

Advocates of the measure complain that the exclusion of sick pay from income taxes "discriminates against workers who stay on the job and encourages absenteeism"—an argument that could equally well be applied to the principle of sick pay itself.

This rationale collapses, in any case, in the light of the fact that the proposal would eliminate the exclusion for those who are hospitalized as well as those who may only be confined to their homes. What sort of "malingering" is likely to be taking place in a hospital bed?

The Ways and Means Committee is still deliberating on the tax bill. A five-cent stamp might prove to be a low sick-pay insurance premium.

Democracy At Work

No sensible person would deliberately promote a strike.

But we regard strikes as part of our democratic structure. Even in Sweden, which is so often spoken of as the finest example of good labor-management relations, the right to strike is maintained.

Without that right I think we would lose a very real part of our whole democratic fabric.

There are some countries where strikes are not allowed.

I wouldn't care to live there and I don't imagine you would either.

—Claude Jodoin, President, Canadian Labor Congress

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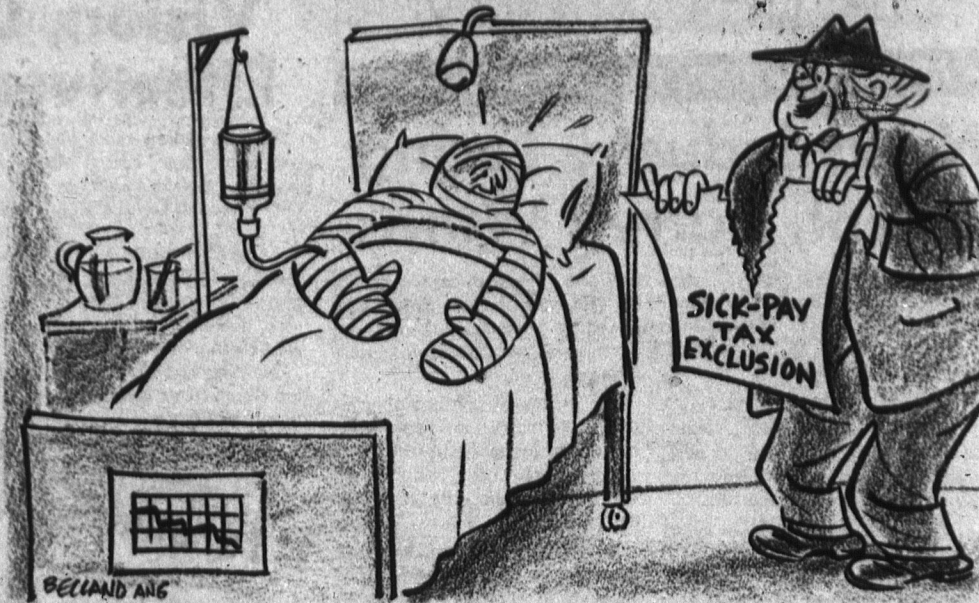
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'This Ought To Get You Back On Your Feet In A Hurry'



DATELINE: WASHINGTON

U. S. Supreme Court In Midst Of Transformation Period

By WILLARD SHELTON, Washington Guild



The Supreme Court is nearing the end of a notable session—especially for the great forum's continued vindication of the rights of man. In civil rights cases, in civil liberties cases, the court has re-emphasized the doctrine that no state can lawfully use its processes to enforce an inhuman doctrine of separation of the races, to deny an accused felon immunities from an unfair trial, guaranteed him in the Constitution.

We are viewing the court in the process of being transformed. From the great constitutional struggle waged by Franklin D. Roosevelt beginning just 30 years ago—a struggle resulting in profound changes allowing the national laws to be brought into harmony with national economic realities—only two Rooseveltian justices remain.

Mr. Justice Douglas is believed planning to retire. It is a pity that after all the years in which he and Mr. Justice Black stood together on many battlefields, Mr. Douglas felt it necessary to dissent in unkind language from an opinion delivered for the majority by Mr. Black.

President Kennedy has already named two members of the emerging "new" court. The age of other justices makes it altogether certain that he will have other appointments to decide—or, at least, that the President elected next year, whether Mr. Kennedy or a successor, will decide such appointments.

The time is ripe, surely, for a restated acknowledgement of the role of the great administrator and unifier, Chief Justice Warren. He has been, in the phrase used by an associate about former

Chief Harlan Stone, a "rock of strength" in a time of trouble.

Mr. Warren, out of his conscience and his sense of the felt necessities of the times, has brought this country—this sovereign, proud, passionate, contentious people—face to face with the demands of the American mystique—that "all men are created equal," and that any custom, law, tradition or system denying the doctrine must fall before unfolding comprehension.

The court, in all the landmark civil rights decisions, has been unanimous—an urgent practical need no matter what the constitutional theories—and the Chief Justice wrote the basic landmark school desegregation decisions of 1954 and 1955. If history is just, they will be recognized as triumphs of tolerance, wisdom and fidelity to principle.

The principle is so firmly established that the court can turn to administration. For a unanimous court, telling recalcitrants that time has run out for "deliberate non-speed," the junior member, Mr. Justice Goldberg, wrote the opinion in most eloquent language.

When the court ruled that pupil transfer systems based solely on race were outlawed, the opinion was the product of Mr. Justice Clark of Texas. Justice Clark also wrote the opinion—8 to 1 in this case—when the court ruled that Negroes can now get federal relief against state-enforced segregation without exhausting laborious local "administrative remedies."

The Chief Justice has been maligned, traduced, slandered. But he has held the court's tradition high and the court itself basically united on major issues. He will be honored soon by the bar of his native state of California.

Rosenstock Guest At Awards Dinner

New York City—ANG President and Mrs. Arthur Rosenstock were honored guests at the annual Awards Dinner of the Overseas Press Club in the Americana Hotel. They occupied places on the dais.

Mayor Wagner received a special citation for his role in ending the city's newspaper blackout.

In the "new" court, the nominations of Justices White and Goldberg have given what may be termed the "liberal" wing a stronger voice. But such terms are only relative, and the wings tend to mix and coalesce in dealing with various issues.

Justice White became for a while a kind of "swing" man, giving

ing a majority to the decision he tended to reach himself. Justice Goldberg, though new and though compelled to disqualify himself from many cases involving issues in which he was intimately involved as a labor lawyer, has tended to agree with the Chief Justice on most issues. Justices Harlan and Clark are more tolerant of arbitrary state court procedures than others—and would uphold procedures deemed clearly unconstitutional by the majority.

An emerging force is the distinguished Justice Brennan—wise and clear-thinking, exerting a unifying and ameliorating influence, whose opinions carry in pungent and simple language the decisiveness of conviction and persuasion.

It is not necessary to agree with every decision—indeed, the court has thus far failed to grapple effectively with the basic issue of what protection citizens have against faceless witnesses and improperly run congressional committees in so-called security cases—to recognize that the court has played its role in our history in recent years with vigor and courage.

'Free Unions = Free Country'

"A free active, progressive trade union movement stands for a free active, progressive country," in the opinion of President John F. Kennedy.

Kennedy, addressing the 75th anniversary dinner of the International Association of Machinists, had this reply for those who attack trade unions:

"Those who may find fault with the labor movement today in the United States, as they find fault with so many things in this country, need only look abroad—in Latin America, in Europe, in all parts of the world—and see labor unions controlled either by the Communists or the government, or no labor unions.

"And when they find either one of those three conditions, they find inevitably poverty or totalitarianism."