

NLRB Examiner Finds Lockout By Detroit Newspapers Illegal



Vol. XXX, No. 13 Washington, D. C. June 21, 1963

Urges Board To Terminate Agreement

An NLRB trial examiner has held that "massive retaliation" lockouts by newspapers are illegal when the striking union against which the weapon is invoked bargains with the papers individually.

In a case involving a series of 1962 shutdowns in Detroit, the examiner declared that "massive retaliation" may be permissible when the union on strike is engaged in joint bargaining with more than one employer. But he said the existence of common contract issues in simultaneous negotiations does not constitute joint bargaining.

The examiner, Harold X. Summers, held that a long-standing agreement by the Detroit Free Press and the Detroit News to shut down both their plants when one was struck, even in cases of individual bargaining, was illegal and should be ordered terminated.

He found both papers and the Detroit Newspaper Publishers Association guilty of unfair labor practices in a lockout of Detroit News employees during a three-day Teamster strike in April, 1962.

Summers recommended that the two papers and the association be required to reimburse locked-out News employees for pay lost during the three-day lockout. Guild members were not among those locked out on this occasion.

The examiner declared that the two papers' lockout practices "are of a character striking at the root of employee rights." He found they discouraged union membership and constituted coercion and discrimination.

The examiner's opinion, which is subject to review by the full labor board, upheld charges filed against the two papers and the publishers association by the Detroit Guild and seven other unions.

Although Summers said "massive retaliation" may not be illegal in two instances where unions were engaged in joint bargaining

New Pact IEB Election Campaigns Open; Proposed Monroe Seeks Top ANG Post In Boston

Boston, Mass. — A tentative agreement providing for a general wage increase of up to \$8.50 over a two-year period and increases of up to \$14.50 in minimums has been negotiated between the Guild and the Herald-Traveler.

The Herald-Traveler unit voted June 19 to refer the proposed settlement to the ANG Contracts Committee prior to a ratification vote.

The agreement was negotiated June 17, two days before a three-man panel of arbitrators was scheduled to resume hearings on the contract dispute. The hearings have been postponed pending final action on the settlement.

The \$8.50 package is similar to one offered by Boston publishers to the ITU and approved by the union's international officers. The printers are scheduled to vote on ratification June 23.

The Guild settlement also provides for a fourth week's vacation after 15 years, eliminates a joint labor-management board as an intermediate step in the arbitration of grievances and strengthens seniority as a factor in determining the order of economic layoffs.

The \$8.50 increase—\$4.50 the first year and \$4 the second—would go to all employees earning \$100 and over, raising top minimums to \$152.25 for reporters and \$159 for display ad salesmen and the copy editor-rewrite classification.

The increase is scaled down to

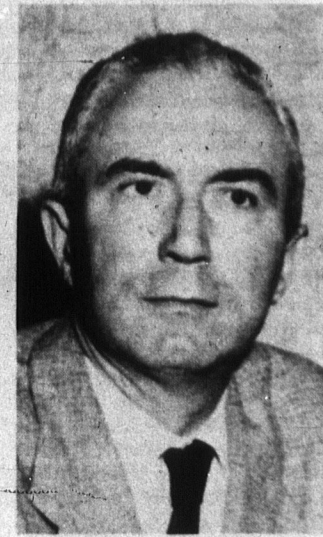
(Continued on Page 2)



HARRIS MONROE



BARNEY PETERSON



NOEL WICAL

With biennial ANG elections approaching, Harris Monroe, administrative officer of the Washington Guild, has announced he is a candidate for the position of executive vice president now held by William J. Farson.

Ten incumbent international officers, including Farson and Secretary-Treasurer Charles A. Perlík, Jr., have announced they will seek re-election, and Barney Peterson, president of the San Francisco Oakland Guild, has announced he will run for vice president, at large.

A motion to endorse Noel Wical, immediate past president of the Cleveland Guild, for vice president at large will be placed before the Cleveland executive board next week by Robert Stafford, a former IEB member. Wical, a leader of the Cleveland strike, said he will run if the executive board wishes him to.

ANG President Arthur Rosenstock has not yet announced whether he will seek re-election.

"I have not had the opportunity to consult with my own Local or responsible ANG officials," he said. "I will make my decision known during the week of the Convention—be earlier."

Candidates will be nominated at the Convention, scheduled for July 8-12 in Philadelphia. Election will be by membership referendum.

Monroe, in announcing his candidacy, charged that the present ANG administration has become "stagnant" and is "unable or unwilling to do the job the membership deserves." The Guild, he declared, "must have new goals, renewed militancy and courageous leadership."

The Washington administrator, in a message distributed to Guild Locals, asked for support in forming a complete slate of candidates "for all elective posts, paid and unpaid."

"If I can't put together the kind of uncompromising slate ANG needs," he said, "there will be no opposition candidacies, so far as I am concerned, at the Philadelphia Convention."

Three of the six incumbent vice presidents at large—Jack Dobson, Michael Mastrullo and George W. Muldowney—have announced they will seek re-election in response to a GR poll initiated June 10.

Of the remaining three, Harvey H. Wing reported he is undecided, Kenneth E. Rieger said he, too, is undecided but will probably run, and Marshall W. Schiewe intimated he will be a candidate but said he has not discussed campaign plans with his Local.

Of the regional vice presidents, all but Edward Easton Jr. of Re-

gion 5 declared they will seek re-election. Easton said he does not yet know whether he will run, again.

The other incumbents are Daniel A. McLaughlin of Region 1; Richard Lane, Region 2; James B. Woods, Region 3; Robert J. Hickey, Region 4, and Eric R. I. Cawdron, Region 6.

Monroe, in announcing plans to seek an opposition slate, said some present IEB members have given "invaluable and untiring volunteer service" to the Guild but that "many of them appear to prefer the apparent political advantage of sticking with the Farson-Perlík team."

Monroe reported he had asked Perlík to run with him against Farson, but that Perlík had refused. He said that Perlík's commitment to Farson "dooms ANG

(Continued on Page 2)

Convention Panel To Hear Diebold On Automation

Delegates to the ANG's Thirtieth Annual Convention in Philadelphia will be given an up-to-date picture of automation and computers in the newspaper industry.

A forum on the subject will be held Monday afternoon, July 8, at 4 p.m., in the Grand Ballroom of the convention hotel, the Sheraton. The convention, opening that day, continues through July 12.

Principal speaker at the forum will be John Diebold, an international authority on newspaper automation. Diebold, president and founder of the Diebold Group, Inc., is a pioneer in the field. (See story on automation at Guild papers, pages 4 and 5.)

Irv Beller, AFL-CIO economist, will also speak on how other unions have approached the prob-

Detroit In '65?

Detroit, Mich. — The Detroit Guild is bidding for the ANG's 1965 Convention.

A Guild membership meeting has voted to invite the Convention to the Motor City two years hence. Its bid will come before the Philadelphia Convention next month.

Thus far, Detroit is the only local that has notified ANG it is seeking the '65 Convention, although Washington had indicated a willingness to serve as host.

Diebold is credited with coining the word automation; with writing the first book on the subject; and

(Continued on Page 2)

St. Louis To Pulitzer 'Arbitration No Solution To Bargaining Problem'

St. Louis, Mo. — Traditional concepts of collective bargaining should not be abandoned because of present stresses on labor relations, the St. Louis Guild leadership has declared in an exchange of views with Joseph Pulitzer Jr., publisher of the St. Louis Post-Dispatch.

Rejecting Pulitzer's suggestion that voluntary arbitration might be "the ultimate solution" to newspaper labor disputes, Rollin Everett, the Guild's executive secretary, warned that reliance on this solution would "lay aside normal bargaining procedures."

The recent New York newspaper strike, he asserted, "was not due to any inherent weakness in the collective bargaining process which should cause its abandonment in the newspaper industry in favor of labor relations by

way of third-party decisions."

The exchange of views was initiated by the company during a dinner meeting at which it was host to more than 60 leaders of the 16 unions representing employees of the newspaper and its broadcasting stations, KSD-TV and KSD.

Pulitzer suggested the need for labor-management consultation "prior to that which takes place in a tense, crisis-ridden atmosphere arising from protracted negotiations." He suggested the possibility of periodic luncheon meetings, at which there could be a review of mutual problems without commitments on either side.

The recent New York strike was described by the publisher as "one of the mournful chapters in

(Continued on Page 6)

Labor Briefs

Wage parity for an estimated eight million women is guaranteed by the new equal-pay law signed last week by President Kennedy.

The law requires employers to bring the rates of men and women workers into parity in from one to two years. Employers may either go to court or apply to the Labor Department to eliminate inequities if employers fail to do so voluntarily.

Employers are prohibited from bringing about equal pay by cutting the wages of their male employees.

The April cost of living was up one percent over a year ago although prices held steady from March, the U.S. Bureau of Labor Statistics reports.

Higher prices for food, housing, reading matter and recreation were principally responsible for the increase.

Management of the Kingsport (Tenn.) Press has rejected recommendations made by New York City arbitrator Theodore W. Kheel to settle a three-month-old strike by five craft unions.

The company, which proposed Kheel to mediate the dispute, refused either to accept his recommendations on wages and hours or attend a scheduled meeting to discuss them. The unions agreed to the terms, which provided for wage increases of from six to eight cents an hour in each year of a three-year contract, plus a 38 1/2-hour week.

A U. S. Court of Appeals has upheld the National Labor Relations Board's new policy of adding six percent interest to back pay awarded to illegally discharged workers.

Ruling in a case involving an employee fired by the Reserve Supply Corp. of Long Island, N. Y., the court held that the award of interest was "entirely appropriate" since the discharged worker stood in a debtor-creditor relationship to the company from the date of his wrongful discharge.

IT SEEMS TO US

Referral Of Assessments To Committee Is Urged

NEW YORK CITY
Editor: I oppose the IEB's recommended higher assessment schedule ranging to \$6.00 against the present \$3.00.

The \$500,000 defense fund minimum and \$3 assessment maximum will support any striking local except New York. The IEB recommendation is therefore geared to New York. Despite this magnanimous gesture, I must oppose it.

There's no urgency to double the assessment rate. The international emergency will terminate next April with ANG's debts paid, and the fund at the required \$500,000. True, we must increase the floor to \$1,000,000. But, we also face additional problems that arose in New York and Cleveland, including denial of benefits to members who received vacation pay during the strike and a benefit schedule which ignores pre-strike salaries on which dues are

IEB Election Campaigns Open; Monroe Seeks Top ANG Post

(Continued from Page 1)
to a second-rate future." Monroe said his observation of ANG headquarters operations "at close range" during more than seven years as Washington administrative officer has convinced him that a change in leadership is necessary.

"The meager advances of the past year, for which the administration will claim credit at Philadelphia, have come largely as a

result of individual efforts in both large and small Locals," he declared, "with a minimum of aid and comfort from administration leaders."

"Except for Farnon and Perlak and their yes-men," he asked, "is there really anyone in the Guild who believes our union is doing a good bargaining job? Or a good organizing job?"

Monroe said "the guts, the enthusiasm, the spirit" that consti-

Convention Panel To Hear Diebold On Automation

(Continued from Page 1)
with originating many of the concepts which are today accepted as basic in the field.

He has been working for a year as an advisor to the Chicago Sun Times and Daily News.

Several Guild locals will report on their experiences with automation.

Special guests of the convention will be a number of foreign trade unionists. In addition to a Brazilian group (GR, June 7), a Venezuelan team will be in Philadelphia from July 6 through July 10 and will visit the convention. Seyfettin Demiroz, president of the Turkish Confederation of Trade Unions, will attend sessions while in Philadelphia, July 7 to July 10.

Tables on the convention floor will be reserved for the foreign visitors, their interpreters and team managers. They will participate in all the activities that accompany the convention.

At the opening general session, convention delegates will be addressed by His Excellency, The Most Reverend John J. Krol, Archbishop of Philadelphia; by Mayor James H. J. Tate of Philadelphia, and other dignitaries.

Mailing of Officers' Reports began this week to West Coast Locals first. Reports are being mailed only to those delegates and alternates for whom a credential has been received at ANG headquarters.

ANG convention headquarters,



PRIZE WINNER: Chicago's delegation to the ANG Convention will include Lois Wille, a 1963 Pulitzer Prize winner and secretary of her Local. She won the prize for public service with a series on birth control.

in the Sheraton Room of the convention hotel, will open July 4. The pre-convention meeting of the International Executive Board will start at 10 A.M. Friday, July 5, in the Sheraton Hotel.

Boston

(Continued from Page 1)
\$4.50 for those earning less than \$50.

The general increase would be retroactive to Jan. 1, but the extra increase in minimums would not. Sixty-four employees would benefit from the extra increases, designed to eliminate inequities.

They include outside classified solicitors, up \$14.50 to \$144; promotion writers, up \$13.50 to \$148; writing editorial assistants, up \$13.50 to \$114.75; return room clerks, up \$9.50 to \$93; office boys, up \$7.50 to \$65.75; and messengers, up \$7.50 to \$61.50.

In addition, a new drama critic's classification would be created, with a top minimum of \$159.

The agreement was reached in direct negotiations after the three-man panel, headed by Theodore W. Kheel, had held a preliminary hearing on the dispute in May and had delayed further sessions for almost a month.

The panel was created when negotiations reached a deadlock, although the Guild and management agreed to continue bargaining during its deliberations. The board was directed to arbitrate economic issues and was given the alternative of arbitrating noneconomic issues, as well, or of returning them for further negotiation.

M. MICHAEL POTOKER
Secretary-Treasurer
New York Guild

Convention Delegates

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

Baltimore—John F. Goodspeed.

Buffalo—Mortimer J. Carpenter, George Wyatt, Charles A. Perlak, Jr., Robert Kostoff, Paul Covert and Richard Batzer.

Cincinnati—Michael Mastrullo, Harry C. Reckner and John C. Wessling.

Columbus—John C. Edgington and Clarence Middendorf.

Gary—Gerald Gengler and George Lindberg.

Hammond—Richard Straight.

Knoxville—Homer Clonts and Dana-Ford Thomas.

Lehigh Valley—Robert M. Golden.

Madison—Irvin Kreisman.

Memphis—Richard P. Lane, James H. White and Eugene D. Rutland.

New York—M. Michael Potokar, Arthur Rosenstock, Thomas J. Murphy, Edward Easton, Jr., Wilfred E. Alexander, Thomas J. Fay, Bernard Stein, Eugene Connolly, Robert Keane, Robert Connello, Arnold Drapkin, Leonard Weeks, Herman Singer and Gerry Passarella.

Ottawa—William M. Arnott and Eric R. I. Cawdon.

Victoria—Pete Salloway.

Wilkes-Barre—Thomas J. McCormack, Robert J. Patton and John J. Wallace.

Wire Service—Robert M. Crocker, Harry Culver, A. E. Maloff, Richard M. Harnett, George Muldowney, Ray Mann, David Zinman, Gail Gianasi and Harold Smith.

tute "a way of life" in many Guild Locals have disappeared from the ANG leadership," he declared, "can take the Guild where the membership knows it must go."

As for his own qualifications, Monroe cited his record as leader of the Washington Local, which he said has achieved "the most impressive contract gains" and "among the best" organizing gains in the Guild, as well as "financial gains from near-bankruptcy to responsible solvency."

"Such a record is not possible without vital leadership," he asserted, "nor is it possible without dedicated help. I don't have to be modest about the kind of leadership I have given the Guild in Washington; the record speaks for me and the membership speaks for me."

Monroe, before taking the Washington administrative post, was a New York Guild local representative three years. Prior to that, he was an officer of the Pawtucket Guild and president of the New England District Council.

Peterson is serving a record third term as SFONG president. A photographer for the San Francisco Chronicle, he is a charter member of the Local and has served as unit chairman and on many negotiating committees.

Wical headed the Cleveland Guild last year and was chairman of the Cleveland Press' Unit during the 129-day strike that ended in April. A copy reader at the Press, he was one of the Guild's chief spokesmen during the strike, debating Louis Seltzer, editor of the Press, on strike issues.

Organizing

Toronto Seeks Unit At Thomson Paper

Oshawa, Ont.—The Toronto Guild is seeking representation rights on behalf of 50 employees of the Oshawa Times, a Roy Thomson paper.

The Ontario Labor Relations Board has been asked to certify the Guild as bargaining agent for all nonmechanical employees of the Times, a 19,000-circulation daily.

The Times would become the only Thomson paper under Guild contract if certification is granted.

In support of the application, the Guild filed evidence that more than 80 percent of the eligible employees had signed application cards.

Under Ontario laws, automatic certification follows when a union proves it has signed up in excess of 55 percent of the employees in the appropriate unit.

Spearheaded by TNG staff representative Tom Shiers, the campaign was wrapped up after three actual days of organizing over a two-week period. He was assisted by the group itself, TNG executive board members Isobel Greenwood, Anne Davidson and Vivian Hinchcliffe, Executive Secretary Robert H. Buchanan and ANG International Representative Fred Jones.

Thomson, reputed head of the world's largest press empire, controls upwards of 91 newspapers in eight countries, as well as several radio and television stations.

Card Check Enlarges York Gazette Group

York, Pa.—The York Guild has gained eight members as the result of a card check in the Gazette and Daily display advertising department. The check was



KINGSTON QUEEN: Bonnie Hall, second from left, reigns as the Kingston Guild's 1963 Page One queen. Sara Imhoff, second from right, performed the crowning ceremony. The belles of the Page One Ball are flanked by two members of their court, Barbara Williams, left, and Marjory Darrow. ANG President Arthur Rosenstock was among the guests.

ANG Accepts Bid To Parley With Publishers, Arbitrators

The ANG has accepted an invitation to attend a fall meeting of newspaper-union leaders, publishers and arbitrators to discuss possible solutions to the industry's collective bargaining problems.

The conference is scheduled for Sept. 17-19 in Santa Barbara, Calif., under the auspices of the Center for the Study of Democratic Institutions.

Executive Vice President William J. Farnon said the ANG has agreed to participate in the conference, at which Dr. Clark Kerr, president of the University of California and nationally known arbitrator, will be chairman.

Anthony J. DeAndrade, president of the Printing Pressmen's union, has also accepted the invitation, and Elmer Brown, ITU president, has indicated conditional acceptance.

Newspapers invited to the conference, limited to 30 participants, include the Gannett, Newhouse, Hearst and Scripps-Horn chains, and the New York Times, Daily News and Herald Tribune. The arbitrators include Theodore W. Kheel, David W. Cole and Burton Turkus.

Kerr expressed hope that the conference "will be fruitful in helping resolve the difficulties that have plagued the publishing industry with serious strikes in the past few years." It will be a closed

51 Face Trial

New York City—Charges against 51 Guild members accused of crossing picket lines during the 114-day New York newspaper strike were referred to a trial board last week by the New York Guild executive board.

Similar charges are being prepared against a lesser number of Guild members at the World-Telegram & Sun, Post, Mirror and Herald Tribune.

Disciplinary measures up to expulsion can be imposed by the trial board if it finds the accused guilty.

conference, with all discussion off the record.

Meanwhile, The American Newspaper Publishers Association announced plans for a separate meeting with representatives of four craft unions "with a view toward fulfilling our joint responsibility to the public for uninterrupted publication of daily newspapers." No date was indicated.

And in New York City, where a 114-day strike touched off the moves for new labor-management liaison throughout the country, a meeting between unions and publishers has been delayed until next month.

A newspaper unions unity committee meeting that had been scheduled for June 12 to act on a publishers association invitation was postponed until after June 25 when a new president takes office in the Pressmen's local. It is tentatively re-scheduled for July 1.

Negotiations are continuing, meanwhile, between the unions and the New York Post, the only paper that did not reach agreement with the major unions when the strike ended April 1.

The New York Guild and the Post have agreed on the main elements of a new sick-leave clause, the only stumbling block to a settlement, but are still at odds over the date it will become effective.

Machinery to ward off grievance strikes is still at issue with the craft unions.

The unions have agreed to a March 30, 1965, expiration date for the Post contract, the same date on which contracts with the other major New York papers will expire.

The Machinists union this week accepted a pension proposal by the publishers, removing the last obstacle to a settlement. The Pressmen and the electricians' union have not agreed on signed contracts, but only minor issues remain in the former case, and the electricians' dispute will be arbitrated if no accord is reached.

ANG sentiment on the issue.

For the record, also, SFONG states, "SFONG itself has taken no position, and our delegation will be free to do so if the proposition is considered at the convention."

Montreal Guild Backs Annual Conventions

Montreal, Quebec—The Montreal Guild has gone on record for the retention of annual ANG Conventions.

After lengthy debate, the local's executive board has expressed its disapproval of biennial conventions.

The general membership, at a meeting, supported the position taken by the executive board.

An Episode Recalled

The Time Canada Mounties Didn't Get Their Guildsman

Toronto, Ont.—A case in which the Canadian Mounties failed to get their man—thanks to the Canadian Wire Service Guild—has

Guild Locals Face Automation

Computers In Business Office; News, Ads Next

Automation, a year ago something for automobile and railroad unions to worry about, is establishing a rapidly growing bridgehead on Guild newspapers.

Starting, in most cases, in the business office, it is moving inexorably toward processes performed by the editorial and advertising departments.

Only two weeks ago the Washington Post announced plans to install an RCA 301 computer to justify and hyphenate typesetting tape for classified ads and editorial copy—an operation that increases productivity by an estimated 40 per cent.

For the present, tape fed into the computer will be punched by compositors from normal copy provided by the editorial and advertising departments. But at one non-Guild paper, the Los Angeles Times, reporters are already punching tape as they type their copy.

Many of the computers that are making their appearance in newspaper offices across the country are versatile machines. They can be used both for processing news and advertising copy and for billing purposes—sometimes in a single operation.

The Post will be the first Guild paper to install a computer for editorial and advertising copy. But several have already introduced it into their business offices.

An IBM 1401 computer has been at work since last year at the Toronto Star, handling the payroll. It is presently undergoing dry runs preliminary to taking on the billing of monthly advertising accounts.

In a few months, it is expected to be processing all advertising billing on a paper that has the second largest classified advertising volume in the world. Then it will move into the area of circulation billing and accounts payable.

The Toronto Guild has negotiated contract protection against staff reductions resulting from automation, including retraining, relocation procedures and augmented severance pay. But these safeguards haven't yet been called into play, since the computer has brought about an initial staff increase rather than a reduction.

This is because some 15 clerical employees have been engaged in



Harsh, The Christian Science Monitor: "These machines will replace the four machines I sold you last year to do the work of 17 bookkeepers."



BEFORE



...AND AFTER

These two photos show what happened when Associated Press introduced electronic computers for stock-market tabulations. At top, a battery of tabulators do the task; below, the machines take over.

prolonged training to operate the computer and associated equipment, and temporary employees have been hired to take their place.

Eight of the 15 have been upgraded to higher job categories and are drawing higher pay. Eventually, as the computer takes over an increasing burden, the staff will shrink. But this reduction, says R. H. Buchanan, executive secretary of the Toronto Guild, will be spread over two to four years and is expected to be by attrition rather than layoffs.

The gentle impact of automation at the Star is in sharp contrast to its effect at the Toronto Globe and Mail, where the business office is not covered by the Guild. There, Buchanan reports, seven clerical employees were laid off when a computer moved in.

The debut of an IBM 402 computer at the Guild-organized Pueblo Star-Journal and Chieftan has been almost as benign in its

effect on jobs as that at the Star. Already in use for payroll accounting and advertising billing, it, too, is scheduled to take on

3-Minute News?

San Francisco, Calif. — The newspaper of tomorrow may arrive at the breakfast table on not just with—the soft-boiled eggs.

An electrostatic printing process that can ink words and pictures on any surface from brick to burlap has been developed by the Stanford Research Institute. It can achieve full-color reproduction even on eggshells, says Jerome Flax, president of the Electrostatic Printing Corp. of America.

An electrically charged plate attracts dry ink from an imprinting screen to the material to be printed without contact. Heat or chemicals fuse the ink particles to the printed surface.

circulation records and other business-office chores.

One new job has been added, reports Dale VanHorn, president of the Pueblo Guild, and none are expected to be eliminated.

The Guild has negotiated a higher pay category for employees who learn to operate the new system, which includes five pieces of apparatus in addition to the computer. "In general," says VanHorn, "we are happy to report that the so-called 'brain' isn't worth a damn without people."

"People" have not always been so irreplaceable, however. Nineteen stock-market tabulators were eliminated when Associated Press introduced a computer to do the figuring, and nine have been displaced at United Press International.

The Wire Service Guild has negotiated additional severance pay as an indemnity for AP employees who lose their jobs as a result of automation and has won retrain-

ing and relocation of some personnel at UPI.

At the Chicago Sun-Times and Daily News, where a computer has been introduced into the non-Guild business office, machines with even more widespread implications have recently been set up in the composing room.

Electronic photocomposition machines, known as photons, have been installed to set and make up ads. While they do not yet affect editorial operations, a management official has told the Guild they are adaptable to editorial use and may one day result in a reduction in copy readers.

Still unclear is the impact that the introduction of a vastly versatile Univac 1004 computer at the San Francisco Chronicle next fall will have on Guild employees.

The Univac, with 12 pieces of auxiliary equipment, will replace automated IBM equipment in use since 1946. It will be making its newspaper industry debut at the Chronicle.

In addition to handling the general run of billing and accounting, the Univac is equipped to undertake sales analysis, make credit checks, compute newsprint consumption, control automatic purchase orders and perform a variety of other tasks.

Other uses, including an automated morgue, are expected to develop, according to the Chronicle.

Management has told the San Francisco-Oakland Guild it doesn't know how many employees may be displaced by the Univac.

A combination of computers like Univac and a new videoscanner recently developed by RCA may eventually leave little room for business office workers.

The videoscanner can read materials at the rate of 1,500 a second and bill 100,000 customers an hour, according to RCA. The first machine to render information in ordinary print, it is expected to eliminate the need for typing operations to reproduce information for computers on punch cards.

Eventually, according to RCA, the videoscanner's electronic descend-



VERSATILE PERFORMER: An operator punches the keyboard of one of the Chicago Sun-Times and Daily News' four new electric photocomposition machines, which set and make up ads. A management spokesman says they can be adapted to editorial uses in the future, as well.

Satellite Drafted For Typesetting

A news story written in Tuscaloosa, Ala., went through a computer in Camden, N. J., bounced off the communications satellite Relay 1 and activated an automatic typesetter in Manchester, England, last week.

It reached its destination via a roundabout route that also included an ANPA Research Institute conference in Chicago, RCA offices in New York City, a NASA satellite transmission station in Nutley, N. J., and a receiving station at Goshilly Downs, England.

The story, written by Alistair Cooke of the Manchester Guardian, was one of several relayed by the communications satellite in a demonstration of transoceanic computer typesetting sponsored by the ANPA Institute.

ants will master the alphabet as well as numbers, enabling them to read anything intelligible.

The Wall Street Journal, meanwhile, is pressing the latest data-transmission equipment into service to speed copy and tape between its farflung plants and offices.

The Journal's Chicago office, under Guild contract, is among those at which facsimile equipment has been installed to receive reproductions of editorial copy, used by proofreaders to check the accuracy of type set by tape.

At the same time, the Journal has introduced a high-speed tape transmission system that replaces eight teletypesetters with a single machine. The single communications circuit can generate a 21-inch column of type in little more than a minute—almost twice the combined rate of the eight old machines.

The Washington Post has installed a similar system to transmit copy from its London Bureau at a rate of 750 words a minute.

A Journal official has told the Chicago Guild that the new machines will not produce any job reductions.

St. Louis Praises Klyman

St. Louis, Mo.—Julius H. Klyman, early Guild organizer who died here this month, is praised for his "contribution to the welfare of newspaper workers" in a resolution which the St. Louis Guild executive committee has sent to his widow, Mrs. Elly Bask Klyman.

"As an international vice president of the American Newspaper Guild in its early days during the 1930s," the resolution said, "he was an ardent advocate of making it a genuine trade union, dedicated to the improvement of wages, working conditions and security for all unorganized workers in the newspaper industry."

"His leadership in the early Collective Bargaining Committee of Guild conventions was a potent force in the formation of a sound bargaining program for the American Newspaper Guild."

What Klyman helped formulate as the bargaining policies of the ANG, the resolution added, "he applied in practical work as a negotiator for the St. Louis Newspaper Guild."

"No small measure of credit was due him for the fact that the contracts of the St. Louis Guild were recognized from the outset as among the best of all in ANG."

Klyman, who died here June 1 at 65 (GR, June 7), served as an ANG international vice president from 1936 to 1941.

His death brought from top ANG officers in Washington a telegram to his widow saying that her husband's record as a newspaperman "is one of which you may well be proud. He was certainly a top man in the industry."

The telegram from ANG President Arthur Rosenstock, Executive Vice President William J. Farson and Secretary-Treasurer Charles A. Perlik, Jr., said, also: "We in the Guild are well aware of his contributions to our organization in its struggling, pioneer days."

Top Minimum Hits \$244 At Standard-Poor

New York City—A contract embodying a top minimum of \$244.25 a week and a starting minimum of \$209.25 has been negotiated between the New York Guild and Standard & Poor's, financial reporting service.

The figures are for the top job covered by the two-year agreement: that of associate manager. The associate manager's classification gets a \$16 increase on the starting minimum, bringing it to \$209.25, and \$5 on top for a \$244.25 figure.

New Haven Enacts Anti-Scab Statute

New Haven, Conn., is the latest municipality to pass a Citizens' Job Protection ordinance forbidding the employment of professional strikebreakers.

It becomes the twenty-fifth municipality to enact such a law. State legislation that would make the use of professional strikebreakers illegal has failed in Illinois. In Florida it did not get out of committee. California has killed the bill this year by sending it to an interim committee for a two-year study.

Perlik, 300 Other Top Unionists, Back Kennedy On Civil Rights

Almost 300 trade union leaders in a meeting at the White House, June 13, assured President Kennedy they were supporting his civil rights offensive.

ANG Secretary-Treasurer Charles A. Perlik, Jr., represented the Guild.

Last November ANG Executive Vice President William J. Farson was among the officials of AFL-CIO national and international unions who signed a "Joint Statement on Union Program for Fair Practices" in ceremonies at the White House.

The statement pledged the participating groups not to charter any segregated locals and to make every possible effort to end such segregation where it exists.

While no formal vote was taken at the June 13 conference with President Kennedy, every speaker backed the President in what he called "this summer of determined effort."

In a message from Geneva where he was attending the International Labor Organization conference, AFL-CIO President George Meany promised the President his full support in his civil rights program and proposed the appointment of a Fair Employment Practices Commission.

Kennedy, after welcoming the trade unionists and outlining the critical problems on the civil rights front, presented this program of action:

► Establish a committee of top AFL-CIO leadership to work with the Administration in the field for a massive attack on job bias. He asked that the drive be concentrated in 30 to 40 cities but did not name the localities. This will get underway when Meany returns from Geneva July 7 or 8.

► Put more members of minority groups into positions of responsibility in trade unions.

► Work with other citizens and take leadership where necessary in forming bi-racial councils.

► Strong emphasis on voter registration, particularly among minority groups.

► All-out support for the Administration's legislative program. Among other Administration speakers at the conference were Vice President Lyndon Johnson, Attorney General Robert Kennedy and Secretary of Labor W. Willard Wirtz.

N.Y. Guild Reaffirms Bias Fight

New York City—The New York Guild has pledged to "cooperate with all organizations seeking equal opportunities for all," in a resolution unanimously passed by the New York Guild's executive board.

The resolution reaffirmed the Guild's "traditional opposition to discrimination," in line with the Heywood Brown clause of the American Newspaper Guild Constitution, which declares that membership in the Guild "shall be open to every eligible person

without discrimination or penalty, nor shall any member be barred from membership or penalized by reason of age, sex, race, national origin, religious or political conviction or anything he writes for publication."

The resolution noted that this is a time "when the Negro citizens of our country are taking direct action, of the same type as that which the founders of our unions employed, in an effort to achieve those rights which all citizens of our nation should enjoy."

Mintz, Winner Of Three Awards, Adds Nieman Study Fellowship

Morton Mintz, Washington Post reporter and Broun Award winner, is one of four Guildsmen appointed by Harvard University as a Nieman Fellow for the academic year opening in September.

The others are David M. Mazie, Minneapolis Tribune reporter; Jerrold L. Schechter, correspondent for Time-Life's Southeast Asia bureau, Hong Kong; and Thomas B. Ross, Chicago Sun-Times Washington correspondent.

For Mintz it was another in the list of honors that have come to him this year.

His Washington Post story of how Dr. Frances O. Kelsey kept thalidomide off the United States drug market won him the ANG's Broun Award—\$500 cash and an engraved certificate, with a plaque going to the Post.

His story, which also won him a special George Polk Memorial award and the Raymond Clapper award, was credited with playing a major role in the passage of a



MORTON MINTZ

strengthened Federal drug control act.

He was also nominated for the Guild's 1963 Wilbur E. Bade Memorial Award for outstanding Guild leadership.

His studies at Harvard will be chiefly in United States history.

Mazie, a Guild steward in the Twin Cities local, has been with

the Minneapolis Tribune since 1959 on general assignments, which included the 1962 political campaign, city hall coverage and serving as assistant city editor. Prior to 1959, he spent a year with the AP Indianapolis bureau.

He will specialize in "Latin-American studies."

Ross was appointed to the Arthur D. Little Fellowship for science writing, supported by the ADL Foundation. Ross' news experience includes service with the International News Service in Atlanta, Hartford and Washington. In 1958 he joined the Chicago Sun-Times bureau in Washington, where since 1961 he has specialized on the Pentagon.

He will study government science and defense policies.

Schechter joined Time Magazine in 1958. In 1960 he was assigned to Hong Kong and has covered developments in Laos, Vietnam and Malaysia.

He will study the Soviet Union and the Far East.

Pressmen Seek To Build Fund

Milwaukee, Wis.—The Printing Pressmen's Union is planning to raise a defense fund of \$5 million, according to Anthony J. DeAndrade, international president.

DeAndrade told a pressmen's conference here that the union needs at least that large a sum to provide benefits for its members in such emergencies as the recent New York newspaper strike.

The pressmen's strike fund has a million-dollar deficit in the wake of the New York strike.

NLRB Examiner Finds Lockout By Detroit Newspapers Illegal

(Continued from Page 1)

with the two papers, he held that the Teamsters were not engaged in joint bargaining despite the existence of common issues, common negotiators and common contract expiration dates.

"One might expect a substantially common approach by a union dealing with such employers," he declared.

The Teamsters, like the Guild in Detroit and most other cities, bargain with the newspapers individually, unlike most of the craft unions, which have single bargaining units for the two papers.

The Detroit case is the first involving a news industry lockout during contract negotiations. Last year the NLRB upheld "massive retaliation" by New York publishers in a case involving grievance strikes in violation of a citywide contract.

The Detroit Guild had sought \$14,000 in back pay for 270 Free Press Guildsmen locked out for two days during a paper handlers' strike at the News in May, 1962. But the examiner held that this lockout was legal because the paper handlers were engaged in multi-employer bargaining.

Bruce A. Miller, attorney for

the Detroit Guild, said the Guild may take exception to this part of the ruling on the grounds that the paper handlers had sought to break out of joint bargaining and that the existence of an illegal retaliation agreement made any lockout under it illegal.

Miller hailed the recommendation as a whole, however, as "an important step forward in protecting the rights of unions and their membership against discriminatory lockouts by their employers."

The Guild has brought a separate NLRB action against the News, based on the paper's action in laying off 34 Guild members and other union employees while retaining non-union workers during strikes against the News in April and May, 1962.

The NLRB examiner found that a lockout agreement existed despite the publishers' strenuous denials, made in the face of repeated statements to the contrary in their own news columns.

In finding the agreement illegal, Summers said the NLRB has held that an employer, except under special circumstances, "may not, during bargaining negotiations, either threaten to lock out or lock out his employees in aid of his bargaining position."

Papers Stunned: They're Believed

A novel management theory that what a newspaper prints about its policies in its own news and editorial columns is merely "hearsay" fared poorly at the hands of an NLRB examiner in the Detroit lockout case.

The "hearsay" claim was advanced by attorneys for the News and Free Press in an attempt to counter statements in their own columns attesting to the existence of a lockout agreement. They denied that any such arrangement had been made.

"Whatever its responsibility for statements on other matters," said Examiner Harold K. Summers, "it is a publisher, in the absence of disclaimer, to be responsible for what it prints which bears upon its own policies."

"Such conduct, the board has held, presumptively infringes upon

the collective-bargaining rights of employees, and the lockout amounts to discrimination," the examiner declared.

While noting that the board has allowed lockouts when used to "protect the integrity of a multi-employer bargaining unit," Summers rejected management's contention that the doctrine should be extended to cover cases of bargaining over "common issues."

"Farflung employers in the same industry have common issues," he said; "diverse employers in an area have common issues. To permit supportive lockouts over common issues would, in my opinion, be a serious and unwarranted restraint upon the right to strike."

The existence of a lockout agreement of the Detroit type, even if it is never implemented, is a violation of the law, the examiner said, because such a pact, "made known to employees, tends to inhibit them in the exercise of their... rights."

Summers held that a suspension of publication by the Free Press

during a paper handlers' stoppage at the News in February, 1962, was legal both because a multi-employer unit was involved and there was no loss of employment.

The NLRB general counsel had urged the examiner to find the February action illegal, even without loss of employment, on the grounds that "a suspension of newspaper publication results in community pressure on the striking union to end the strike."

Summers, while rejecting this argument as applied to the brief one-day suspension at issue, suggested that it might have relevance for "long-lasting periods of publication suspension."

The examiner also declined to find the News guilty of an unfair practice in publishing under a double masthead with the Free Press a day before the April lockout.

"Except for lockout action," he declared, "I know of no precedents for finding unlawful any action taken by one employer in support of a struck employer."

ANG Audit, 1962-63

Summary of Net Worth	
	At April 30, 1962
General Fund Surplus	\$ 1,149.25
Defense Fund Surplus or (Deficit)	(\$ 48,185.27)
Total Surplus or (Deficit) per	\$ 47,036.02
Books	\$ 556,485.49
Less: Accounts Payable	(106.15)
Net Worth of Guild	\$ 556,379.36

At April 30, 1963

General Fund Surplus

Defense Fund Surplus or (Deficit)

Total Surplus or (Deficit) per

Books

Less: Accounts Payable

Net Worth of Guild

At April 30, 1962

General Fund Surplus

Defense Fund Surplus or (Deficit)

Total Surplus or (Deficit) per

Books

Less: Accounts Payable

Net Worth of Guild

At April 30, 1963

General Fund Surplus

Defense Fund Surplus or (Deficit)

Total Surplus or (Deficit) per

Books

Less: Accounts Payable

Net Worth of Guild

At April 30, 1962

General Fund Surplus

Defense Fund Surplus or (Deficit)

Total Surplus or (Deficit) per

Books

Less: Accounts Payable

Net Worth of Guild

At April 30, 1963

General Fund Surplus

Defense Fund Surplus or (Deficit)

Total Surplus or (Deficit) per

Books

Less: Accounts Payable

Net Worth of Guild

At April 30, 1962

General Fund Surplus

Defense Fund Surplus or (Deficit)

Total Surplus or (Deficit) per

Books

Less: Accounts Payable

Net Worth of Guild

At April 30, 1963

General Fund Surplus

Defense Fund Surplus or (Deficit)

Total Surplus or (Deficit) per

Books

Less: Accounts Payable

Net Worth of Guild

At April 30, 1962

General Fund Surplus

Defense Fund Surplus or (Deficit)

Total Surplus or (Deficit) per

Books

Less: Accounts Payable

Net Worth of Guild

At April 30, 1963

General Fund Surplus

Defense Fund Surplus or (Deficit)

Total Surplus or (Deficit) per

Books

ORGANIZING AND SERVICING	
	Expanded Year Ending Apr. 30, '62
Salaries, director and	\$ 111,715.77
representative	2,021.25
Salaries, secretarial	2,021.25
Expense, director and	45,489.69
representative	1,001.27
Miscellaneous organizing expense	1,001.27
Total	\$ 172,768.19

COLLECTIVE BARGAINING	
	Expanded Year Ending Apr. 30, '62
Salary, executive secretary	\$ 9,819.70
Salaries, secretarial	2,021.25
Expense, personnel	6.00
Total	\$ 11,846.95

RESEARCH AND INFORMATION	
	Expanded Year Ending Apr. 30, '62
Salary, director	\$ 18,426.00
Salaries, assistants	10,285.20
Salaries, secretarial	2,021.25
Expense, director	475.50
Expense, assistants	177.02
Books and periodicals	488.63
Subscription	487.44
Other printed material	26.12
Publications and literature:	
Contracts survey	1,254.30
Operating literature	745.18
ANG Manual	1,835.48
Training conference and/or	
seminars	617.20
Miscellaneous expense	10.00
Total	\$ 37,941.05

GUILD REPORTERS	
	Expanded Year Ending Apr. 30, '62
Salary, editor	\$ 4,234.25
Salary, assistant	2,459.30
Salary, clerical	1,348.18
Printing and mailing	20,829.23
Distribution	5,481.61
Postage	2,316.12
Pictures and special materials	2,316.12
Miscellaneous	431.05
Special study	57,082.73
Total	\$ 81,705.06

EXECUTIVES	
	Expanded Year Ending Apr. 30, '62
Officers' salaries	\$ 58,421.00
Officers' expenses	5,070.28
Total	\$ 63,491.28

ADMINISTRATIVE EXPENSE	
	Expanded Year Ending Apr. 30, '62
Office manager	\$ 2,875.00
Salaries, secretarial	2,021.25
Salaries, bookkeeping	1,348.18
Salaries, clerical	1,348.18
Rent and maintenance	10,285.20
Stationery and supplies	2,021.25
Equipment	227.40
Telephone and telegraph	7,068.10
Repairs and improvements	3,793.33
Postage	2,316.12
Auditing	2,021.25
Insurance and bonding	2,198.84
Employees' pensions	6,447.60
Employees' health and welfare	7,761.97
Miscellaneous	2,704.99
Total	\$ 75,699.43

OTHER EXPENSES	
	Expanded Year Ending Apr. 30, '62
Legal fees	\$ 14,241.18
Taxes	2,875.00
Contributions	1,000.00
Brown Award	500.00
Brown Award expense	500.00
Brown Award committee	1,000.00
Delegates and committee	2,021.25
IEB meetings	1,000.00
Severance pay provision	11,747.21
Convention reserve	2,000.00
Convention expense over reserve	2,000.00
APL-CIO convention	100.00
IPF-IAPFNO convention	2,000.00
Total	\$ 39,284.71

TOTALS FOR YEAR

Expanded Year Ending Apr. 30, '62

Expanded Year Ending Apr. 30, '62

Expanded Year Ending Apr. 30, '62

Expanded Year Ending Apr. 30, '62

Expanded Year Ending Apr. 30, '62

Expanded Year Ending Apr. 30, '62

Expanded Year Ending Apr. 30, '62

Expanded Year Ending Apr. 30, '62

Expanded Year Ending Apr. 30, '62

Expanded Year Ending Apr. 30, '62

Expanded Year Ending Apr. 30, '62

Expanded Year Ending Apr. 30, '62

Expanded Year Ending Apr. 30, '62

Expanded Year Ending Apr. 30, '62

Expanded Year Ending Apr. 30, '62

Expanded Year Ending Apr. 30, '62

Expanded Year Ending Apr. 30, '62

Expanded Year Ending Apr. 30, '62

Expanded Year Ending Apr. 30, '62

Expanded Year Ending Apr. 30, '62

Expanded Year Ending Apr. 30, '62

Expanded Year Ending Apr. 30, '62

Expanded Year Ending Apr. 30, '62

Expanded Year Ending Apr. 30, '62

Expanded Year Ending Apr. 30, '62

Expanded Year Ending Apr. 30, '62

'Arbitration No Solution,' St. Louis Tells Pulitzer

(Continued from Page 1)

American journalism." He called for steps to compose differences before they become disagreements and to settle disputes before they become strikes or lockouts.

Pulitzer declared that in prolonged shutdowns, a compromise is inevitably forced by public opinion or government representatives but contended that the force to prevent such "disaster" should be reason. "As the ultimate solution," he said, "there is voluntary and binding arbitration."

Turning to automation, he declared that it "does not mean any more to me than the advance from handset composition to the line-casting machine. The truth is that in the newspaper business we must go forward or perish."

Everett responded, after consultation with Guild leadership, in a letter replying to an invitation for comment on Pulitzer's remarks.

While agreeing on the unfortunate nature of hardships incurred in the New York shutdown, Everett declared that the strike was not the result of a failure of collective bargaining as such but was rather the result of human miscalculation.

He said that lessons from the New York strike should be used to make collective bargaining work better at the bargaining table.

"However, it seems to us," he said, "that necessary to the collective bargaining process, as we have known it, is the realization that a union will strike if it is convinced that it is failing to achieve justified objectives, and that a company will take a strike rather than yield what it feels it cannot give in good conscience and for sound operation."

"Fair-minded bargainers, who sit down at the table with this realization, will make every effort to work out their problem to solutions which to the very greatest degree possible will fulfill the aspirations of the employees without violating the necessities of the company."

"Concessions will be made by each side from original positions. New thinking and solutions will result from hearing each other's point of view. And the resulting agreement will reflect the understanding and knowledge of the people and management involved in the work covered by the agreement."

But, Everett said, if the parties think arbitration is probable or likely, they will not make concessions; they will hold to their positions to give the arbitrator room in which to compromise.

Then, he said, solutions will not be by those who know the operation best but by a third party. "For these reasons," he wrote, "the leadership of the Guild feels we should not take any steps which would seem to lay aside normal bargaining procedures. Let us agree rather that we will have at the collective bargaining table the fullest possible exchange of information and ideas upon which to base our negotiations and decisions."

Arbitration of a contract issue should be the exception rather than the rule, he said.

Everett suggested that meetings for the exchange of ideas should take place when needed rather than on a periodic basis, and should not be semi-social in nature, as would luncheon meetings. Greater membership confidence is maintained where there is not a social aspect to company-union meetings, he said.

While there may be long-range benefits to workers from automation, Everett said, the worker facing dislocation, particularly the older worker, has real cause for fear. He suggested that greater company acceptance of the Guild's program for retraining and the reassignment of dislocated workers on a seniority basis would produce less resistance to change.

The executive secretary voiced appreciation of the company's effort to bring about a better understanding and said he was sure the company and the Guild could agree on the objective, if not initially, on the method.

Statement of Condition of General Fund As At April 30, 1962 and 1963	
	At April 30, 1962
Cash in banks and on hand	\$ 83,407.56
Accounts receivable	4,885.81
Individuals	40,951.82
Total	\$ 129,245.19
Loans receivable	11,197.69
Accounts receivable	5,082.85
Accounts receivable	1,997.85
Due defense fund	4,885.81
Investments	1,000.00
Advances to life insurance fund	—
Total Assets	\$ 166,327.53

At April 30, 1963

General Fund Surplus

Defense Fund Surplus or (Deficit)

Total Surplus or (Deficit) per

Books

Less: Accounts Payable

Net Worth of Guild

At April 30, 1962

General Fund Surplus

Defense Fund Surplus or (Deficit)

Total Surplus or (Deficit) per

Books

Less: Accounts Payable

Net Worth of Guild

At April 30, 1963

General Fund Surplus

Defense Fund Surplus or (Deficit)

Total Surplus or (Deficit) per

Books

Less: Accounts Payable

Net Worth of Guild

At April 30, 1962

General Fund Surplus

Defense Fund Surplus or (Deficit)

Total Surplus or (Deficit) per

Books

Less: Accounts Payable

Net Worth of Guild

At April 30, 1963

General Fund Surplus

Defense Fund Surplus or (Deficit)

Total Surplus or (Deficit) per

Books

Less: Accounts Payable

Net Worth of Guild

At April 30, 1962

General Fund Surplus

Defense Fund Surplus or (Deficit)

Total Surplus or (Deficit) per

Books

Less: Accounts Payable

EDITORIAL

A Welcome Finding

The indiscriminate use of "massive retaliation" as a weapon against newspaper strikes has been dealt a potentially severe blow by an NLRB examiner's finding that retaliatory lockouts are illegal against striking unions that are not engaged in joint bargaining.

While the finding, in a case involving Detroit newspapers, would still permit publishers to lock out their employees where they are engaged in joint bargaining with the striking union, it sharply circumscribes the area in which retaliation can be applied.

If the examiner's recommendations are upheld by the full board, they will sharply limit the use of a "public-be-damned" weapon that publishers have not hesitated to brandish—and to use—against the Guild.

Several things are noteworthy about the examiner's finding. One is that a "massive retaliation" agreement itself is a violation when it is applicable to unions that bargain individually. The threat of a lockout in such cases has been held illegal even if it is never executed, because of its coercive effect.

Another salient point is that the publishers have not been allowed to stretch the concept of "joint bargaining" to embrace all negotiations in which a union may be at odds with two or more employers in a single area over a common issue.

This finding is of crucial importance, for Guild bargaining, while rarely conducted on a joint basis, often involves the simultaneous presentation of common demands to more than one employer in a single city.

The existence of such common issues—and even common negotiators and common contract expiration dates—would not in itself create a multiemployer bargaining unit, which publishers have been found privileged to defend by lockouts when part of the unit is struck.

The finding, despite its limited nature, is particularly welcome, coming, as it does, after an NLRB verdict last fall that allowed New York publishers to employ the lockout in retaliation against craft-union grievance strikes in violation of a citywide contract.

The Guild Reporter pointed out editorially at that time the decisive difference between the New York and Detroit cases, warning that the NLRB decision did not award the publishers "an unlimited license" to lock out their employees "under any and all circumstances."

"It is difficult to see how any principle of equity can be adduced to support the Detroit shutdown," the editorial declared. "Under the Taft-Hartley Act, unions are prohibited from striking companies not involved in a dispute—even though these companies may be owned and directed by the same individuals. Is management, through 'massive retaliation,' to be allowed a weapon denied to labor?"

The Detroit examiner has replied to that question in the negative. The board itself can hardly find any other answer.

Pinning Them Down

In "fair-trade laws" and "right-to-work laws" we have a pair of political euphemisms.

"Right-to-work laws" is a term concocted to make legislation that labor generally considers repugnant palatable to the voter. Their purpose is not to preserve any right to work, but to outlaw the union shop.

Some carefully edited publications designate these kinds of legislation as "so-called fair-trade laws, so-called right-to-work laws."

—Roy H. Copperud, Editor & Publisher

The Guild Reporter

ELLIS T. BAKER, Editor
and
Director of Research & Information
Asst. Editors: MAXWELL E. H. PYLE, DAVID J. EISEN

Published by the American Newspaper Guild (AFL-CIO, CLC), 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. 13 June 21, 1963

American Newspaper Guild

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

PRESIDENT: ARTHUR ROSENTHAL

EXECUTIVE VICE PRESIDENT: WILLIAM J. FARSON

SECRETARY-TREASURER: CHARLES A. PERLIN, JR.

REGIONAL VICE PRESIDENTS: 1—David A. McLaughlin, 111 Maple Street, West Orange, N. J. 2—Richard Lane, 61 North Rose Street, Memphis, Tenn. 3—James E. Woods, 1147 Princeton, St. Louis 20, Mo. 4—Robert J. Misher, 1364 Trenton Drive, San Jose 24, Calif. 5—Edward Easton, Jr., 46 Christopher Street, New York 14, N. Y. 6—Eric R. L. Cowdron, 224 Powell, Ottawa, Ont.

AT-LARGE VICE PRESIDENTS: Jack Dobson, 42 Lupton Drive, Willowdale, Ont. Michael Martello, 1844 Greenwood, Cleveland 11, Ohio. George Mahoney, 481 Avenida Drive, West Islip, L. I., N. Y. Kenneth Rieger, 5815 Pryor Avenue, Toledo 18, Ohio. Marshall W. Schaefer, 5815 Chicago Avenue, Berkeley 18, Harvey E. Wine, 1129 Hamilton Lane, Burlingame, Calif.

DIRECTOR OF COLLECTIVE BARGAINING: J. William Hays.
EXECUTIVE SECRETARY, CONTRACTS COMMITTEE: Barbara Ripley.
INTERNATIONAL AFFAIRS REPRESENTATIVES: John Sloan, Ronald A. Wain.

INTERNATIONAL REPRESENTATIVES: J. Ed Allen, Edna B. Zetter, Robert E. Bruner, Bob Christofferson, Joseph G. Colangelo, Charles Dale, Fred Jones, Loel Schrader.

'They've Thrown Out My Massive Retaliation Policy, Too'



DATELINE: WASHINGTON

Coming Civil Rights Struggle To Dominate Congress

By WILLARD SHELTON, Washington Guild

The President embarked upon his greatest adventure when he challenged Congress to rise to its obligations in civil rights legislation in a message so broad-ranging yet specific that it became instantly the dominating issue of the sessions.

"The rest of the program is down the drain," remarked one astute and experienced functionary of the Senate tax cuts, hospital care for the aged, federal aid to the schools, the plight of the 6 percent unemployed, the Youth Employment Bill, the Domestic "Peace Corps," everything else.

He was not mourning the President's decision to meet squarely the challenge of the Negro's demand for his rights. He was recognizing the necessities.

"We don't really have to have a tax cut," he remarked, assigning priorities with great clarity. "We do have to meet the moral issue."

As for the accuracy of this judgment on other parts of the Kennedy program, this observer sidesteps.

Mr. Kennedy used his civil rights message to call for an equal employment law but also to point out that it does little good to guarantee a Negro an equal right to a job that isn't there. So he renewed his urgent request for a tax cut to flood the economy with job-stimulating purchasing power.

He used the civil rights message to point out that some whites and more Negroes lack the basic educational qualifications to get any jobs except in the shrinking market for totally unskilled labor. So he asked more money for education and training to "raise the level of skills."

He raised the money request to finance his still-pending Youth Employment Program, for vocational education, for manpower development and training.

He pointed out that a jobless head of family loses more income in a year than the total cost of 12 years of education through high school, and when welfare costs for supporting the jobless on relief are added, "it is clear" that a great deal of federal money should be spent in upgrading education "at every level" from ele-

mentary school through graduate schools.

"It is clear that failure" to face these facts, and appropriate money for school-aid programs, "will cost us far more" than creation of the programs, the President told Congress.

It is by no means certain that Congress will not be responsive to this kind of approach. It is by no means certain that even members who oppose the President on civil rights will also vote against, or refuse to act on, other legislative proposals he has made.

Many counsels of caution went to Mr. Kennedy in the weeks he evaluated the rising demand of Negro citizens for full freedom and the hard core of resistance that remains. The President chose to put aside caution—to ask Congress to face its responsibilities as squarely as he felt compelled to face them.

The analysis of legislative forces is not difficult.

The President's proposals will get a sympathetic hearing in the legislative committees of the House. There will be trouble over the public accommodations issue because in the minds of some members two "rights" come in conflict: the right of citizens to equal and fair treatment in all facilities offering services to the public generally as opposed to the right of the owners of the facilities to choose their customers.

This is a more difficult issue for some conservative Republicans and Democrats than the ancient controversy over fair employment practices. The walls of job discrimination have been breached across the past quarter century, and it is harder for last-ditch segregationists to justify economic denial even to themselves.

The Kennedy program, in any case, will face its principal obstacle in the Senate, where Southern Democrats headed by Georgia's able Sen. Russell will launch a filibuster.

In the long run, the handling of forces will provide an excruciating test of the President's leadership both strategically and tactically, will test the skill of the Democratic Senate leader, Sen. Mansfield of Montana. The issue places Sen. Dirksen of Illinois, Republican leader, in a key role. The Southern filibuster will be a determined one—not a token move—unless the program has been so watered down by the time it reaches the floor that the Southerners consider a fight is not necessary. To close off a filibuster a two-thirds vote is required.

Forty to forty-five Democratic votes are believed ready for closure, which means that 23 to 27 Republicans will be needed from a total of 33. Sen. Dirksen holds the key: If he does not choose to seek them, they will be unobtainable. If he fights for them, he may get them.

Charlotte Newsman Receives Tobenkin Memorial Award

New York City—The third annual Paul Tobenkin Memorial Award, for the best newspaper writing "on the subject of the unending war against racial and religious hate, bigotry, bias, intolerance and discrimination," has been won by James K. Batten, Reporter. Batten was honored for his series on jobs for Negroes, published in the Charlotte, N. C., Observer.

Honorable mention winners were: Emmett Peter Jr., Leesburg, Fla., Daily Commercial; Richard Hurt, Boston Globe; Don O. Noel, Jr., Hartford Times; Ira B.

Harkey, Jr., Pascagoula, Miss., Chronicle.

The winner will receive a \$300 cash award and a citation; citations will also be presented to the four who get honorable mention.

The Tobenkin Award was established in 1960 by a committee desiring to carry on the work of the late Paul Tobenkin, New York Herald Tribune reporter who made the struggle against bias his major journalistic preoccupation.

M. Michael Potoker, New York Guild secretary-treasurer, is chairman of the committee.