Convention Moves To Review Strike Finances, Combat Bias

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EVERY BIT HELPS: Roy Kruse, president of the Hawaii Guild, greets grass-skirted collectors with a smile of thanks after an expedition that netted $482 for the Hawaii strike fund from Philadelphia Convention delegates. The girls are, from left, Patricia McGuckin of Detroit, Joan B. Haggerty of North Jersey and Kathy Weiss of Cleveland. (Story on Page 3.)

'Action Program' Drafted To End Discrimination In News Industry

Philadelphia, Pa. — An intensive program of action to eliminate all vestiges of discrimination in the newspaper industry was adopted by the ANG's 30th Annual Convention.

The Convention called for conferences with publishers on both the national and local levels to draft a joint anti-discrimination program.

It recommended that locals bring the attitude of uncooperative employers to public attention, if necessary, "through informational picket lines" and "joining peaceful demonstrations of local civil rights organizations."

At the same time, the Convention gave its support to equal rights demonstrations, backed President Kennedy's civil rights program and vigorously opposed any congressional filibuster against it.

"Our newspapers, which daily report the rising winds of the fight for equal rights of minority groups, must now take a first-hand, active part in that fight as it affects the hiring, promotion and upgrading of newspaper employes," the Convention declared.

Adopting a report of its Human Rights Subcommittee, the Convention recommended that:

► Top ANG officers meet

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Firings Bring New Strike At San Jose Ad Printer

San Jose, Calif.—Guild members at Stor-Ad Printers have gone on strike for the second time in two months to fight for the jobs of fired employes.

Two part-time artists were laid off July 5 after a man-and-wife team of art department "managers" was hired and the company said it had no further need of the part-timers.

The San Jose Guild won a National Labor Relations Board election at the direct-mail publishing firm May 27 after members of the unit had struck for one day and forced management to rehire a proofreader pending the election.

The Guild charged that the latest firings were unjustified and

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Automation Study Set; Top Officers Renamed

Philadelphia, Pa.—The ANG's 30th Annual Convention here took steps to review and strengthen the Guild's strike-finance structure, meet the problem of automation and eliminate discrimination in the newspaper industry.

Specifically, the Convention:

► Authorized an increase in the International Defense Fund floor to $1 million and directed the International Executive Board to appoint a special committee to review the Guild's strike-lockout benefit policy and assessment schedule, with instructions to report to the 1964 Convention.

► Adopted a "program of action" to eliminate discrimination in the industry, including meetings with publishers on both national and local levels and informational picket lines, if necessary. (See story on this page.)

► Authorized a "study in depth of automation," warning that the Guild's "overriding concern" must be the protection of its members' jobs. (See story on Page 5.)

In voting to refer the question of assessments to an interim study committee, the Convention rejected a recommendation of its Finance Committee that it enact a higher assessment schedule now for application in future emergencies and refer only the question of benefit policy to the study committee.

In other major actions, the Convention:

► Re-elected President Arthur Rosenstock, Executive Vice President William J. Farson and Secretary-Treasurer Charles A. Perlik, Jr., returned five regional vice presidents to their posts, and elected William H. McLeman of Vancouver as Canadian regional vice president to succeed Eric R. I. Cawdron of Ottawa, who decided not to run. (See story on Page 2.)

► Nominated seven candidates for six at-large vice presidencies, setting up a referendum contest in September among the six incumbents and Noel Wical, immediate past president of the Cleveland Guild. (See story on Page 2.)

► Called for a "dynamic program" of political action on civil rights and "other major issues of the day." (See story on Page 7.)

► Pledged sustained support to striking Hawaii Guild members and backed up the pledge with almost $500 collected on the Convention floor. (See story on Page 3.)

► Strengthened disciplinary procedures governing picket-line violations and other strike-lockout conduct. (See story on Page 10.)

An IEB proposal to appoint a special interim committee to study the feasibility of biennial conventions was defeated in the Convention Constitution Committee; instead, the Convention recommended that the IEB consider incorporating intensive educational programs in the format of annual conventions. (See story on Page 7.)

A total of 186 delegates from 63 locals gathered in Philadelphia's Sheraton Hotel to grapple with strike finances, automation, human rights and other problems

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Automation Poses Human Problem, Diebold Warns

The field of newspapers is an extremely interesting one because, from the standpoint of someone coming into it from the outside—particularly someone coming from some of the higher technology areas, some of the more rapidly moving fields of management science, such as electronics, computers—it is apparent that it is an archaic industry. You are working on very old technology.

It is really a very interesting anomaly because you are handling the latest news; your editorial departments are conversant, through their science writers, with the space-age technology, and yet the procedures used—not simply in the mechanical end of the papers, but the procedures used in the business office, in the editorial office, and the thinking of the publishers—are virtually all greatly removed in terms of period of history from the content of what you are treating editorially.

Excerpts from a talk given by John Diebold, prominent consultant on newspaper automation, to an automation forum held in conjunction with the Philadelphia Convention. An account of the forum will be found on Page 4.

It is an extremely interesting phenomenon because it is a very, very old industry. In the last half of the 19th Century your industry made great gains by applying the newest technology very aggressively—high speed presses, use of telegraph, the introduction of one after another of major technological changes.

Now there is a very interesting gap and a very changed attitude toward change. The attitude now is one of the utmost resistance to change, and you have only to walk through the plants of 10 or 20 of your leading papers in the country to find out how really archaic the industry is.

I don't mean to be criticizing the industry on this: I am just making a factual observation which I think many of you within the industry have certainly found out and agree on.

The technological change taking place today happens to have enormous impact on newspapers. It has impact on most any part of the economy, but it is of particular importance to newspapers because the essence of the technology is information technology.

We came out of the Second World War for the first time in the history of mankind with an understanding of the nature of information, with insights

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Top Officers Renamed; McLeman Joins IEB; Seven Vie At Large

Philadelphia, Pa.—The ANG's three top officers were re-elected by the Philadelphia Convention, and William H. McLeman, president of the Vancouver Guild, was elected Canadian regional vice president. McLeman will succeed Eric R. I. Cawdron, who decided not to run.

Guild members will be called on to decide by referendum among seven candidates for six at-large international vice presidencies.

Six of the candidates are incumbents—Jack Dobson of Toronto, Michael Mastrullo of Cincinnati, George M. Muldowney of Wire Service, Kenneth E. Rieger of Toledo, Marshall W. Schiewe of Chicago and Harvey H. Wing of San Francisco-Oakland. The seventh is Noel Wical, immediate past president of the Cleveland Guild.

Voting will be conducted from Sept. 16 through 20 under a timetable approved by the International Election and Referendum Committee.

Rosenstock, Farson and Perlik were declared elected when no opposition candidates contested their positions.

Harris Monroe, administrative officer of the Washington Guild, who had declared himself a candidate for Farson's post, was nominated but withdrew, asserting that he had been unable to form an acceptable slate.

McLeman, who was nominated by Cawdron, will be the ANG's first vice president from Western Canada.

Five regional vice presidents were re-elected without opposition. They are Daniel A. McLaughlin of North Jersey, Region 1; Richard Lane of Memphis, Region 2; James B. Woods of St. Louis, Region 3; Robert J. Hickey of San Jose, Region 4, and Edward Easton Jr. of New York, Region 5.

Barney Peterson, president of SFONG, who had announced he would run for an at-large vice presidency, withdrew from the race on the final day of the Convention.

Monroe was nominated by Thomas Kelly, president of the Washington Guild. In declining the nomination, Monroe noted that he had conditioned his candidacy on being able to put together the kind of slate he felt the Guild needed and said he had been unable to do so.



'GOOD LUCK': Retiring International Vice President Eric R. I. Cawdron, left, of Ottawa, presents his convention badge and his best wishes to his newly elected successor, William H. McLeman, president of the Vancouver Guild.

Monroe, who remained critical of the current ANG administration, said that he and other Washington Guild leaders nonetheless would support the re-elected officers during their new two-year terms.

"We will criticize them when we think it is necessary, and we will praise them when we think it is deserved," he declared.

Rosenstock, in his acceptance speech, recalled that when he first was elected president he called for "unity without unanimity" and, as he had done in his opening address to the Convention, emphasized the need for mutual understanding among the three top officers of their reciprocal obligations and responsibilities.

"Having said that," Rosenstock concluded, "I'm not mad at anybody and, as the divorcee said, I think I'll marry again."

Perlik, responding in his own acceptance speech to Rosenstock's call for unity without unanimity, pledged himself to a renewed effort "to restore vigor and vitality to a theme and an objective which Arthur so eloquently and so deeply feels is necessary in our union."

Cawdron, who has served as Canadian vice president for six years, was cited for having "given unstintingly of himself in the service of the Guild" in a resolution introduced by R. H. Buchanan, executive secretary of the Toronto Guild.

McLeman, who will take office as his successor Oct. 15, is a circulation district manager for the Vancouver Sun.

He has been a Guild member since 1956, when the independent News-Herald Newspaper Guild in Vancouver affiliated with ANG. When the News-Herald went out of business in 1957, he went to work for the Sun and became a shop steward. In 1960, 1961 and 1962 he was treasurer of the Vancouver Local.

The Convention named Roberta Bailey of Philadelphia, Thomas Fay of New York, Fred Krecker of Hammond, Helen Minear of Pittsburgh and James Gallagher of Albany to the International Election and Referendum Committee.

The committee will meet in Washington Aug. 31 to determine the list of eligible voters for the at-large election and to mail ballots to Guild locals.

Perlik has notified local officers that Aug. 1 is the date by which good standing will be judged in determining voting eligibility. Dues and assessments through July must be paid as of that date.

Locals must remit per capitas and assessments through July to ANG by Aug. 15 in order to qualify their members to vote, Perlik emphasized. Members for whom per capitas are postmarked after midnight of the 15th will not be eligible to vote, even though their obligations have been paid.

Although some locals have been running a month late in checking off assessments, Perlik noted, members thus affected will be eligible to vote "if they are on checkoff, if the checkoff applies to assessments and if the local so notifies the IERC through ANG."

Under the election schedule, locals must count ballots on Sept. 20, the final day of the voting period. Official returns to ANG must be postmarked by midnight, Sept. 22. The election committee will tabulate the returns and announce the winners Sept. 27.

The new IEB will take office Oct. 15.

The Candidates

Following are the records of the seven candidates for six at-large ANG vice presidencies in a referendum election to be held Sept. 16-20.

JACK DOBSON, who is in his fifth term as president of the Toronto Guild, was elected to the IEB in a midterm election in 1960.

During his one and a half terms on the board, he has been a member of its Collective Bargaining and Constitution Committees. In Toronto, Dobson also is shop steward and unit secretary at the Globe & Mail, where he is employed as a reporter.

Dobson is a past president of the Canadian District Council, and in the summer of 1962 he represented the Canadian segment of the Guild at a seminar on freedom of the press held by the Inter-American Federation of Working Newspapermen's Organizations in Panama City.

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MICHAEL MASTRULLO, past president of the Cincinnati Guild, has served one term on the IEB.

Mastrullo, a circulation district manager at the Post & Times-Star, served four terms as local president and three as unit chairman. He served two terms as president of the POI District Council and for three years has been chairman of the convention circulation panel.

Mastrullo is serving his second term on the executive board of the Cincinnati AFL-CIO Council. He is chairman of the IEB Human Rights Committee and a member of its Collective Bargaining and Research & Information and Guild Reporter Committees.

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GEORGE M. MULDOWNEY, UPI delegate on the Wire Service Guild executive committee, is seeking his second term on the IEB.

Muldowney is serving his third consecutive term on the WSG executive committee and also is assistant treasurer of the WSG. Picture production manager for United Press International Pictures in New York, he was chairman of the UPI photo section there for four terms. He was formerly a member of the executive board of the New York Guild.

Muldowney is a member of the IEB Organizing and Guild Reporter, Research & Information and Human Rights Committees.

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KENNETH E. RIEGER, past president of the Toledo Guild, is completing his second term on the IEB.

In Toledo, Rieger served as local president for four terms. He also has served as chairman of the Community Relations Committee of the Toledo AFL-CIO Council and, for 10 years, as secretary-treasurer of the Toledo Council of Newspaper Unions.

Rieger, who is a reporter for the Toledo Blade, was elected to the IEB in 1959. He is chairman of the IEB Guild Reporter Committee and a member of its Collective Bargaining and Research & Information and Human Rights Committees.

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MARSHALL W. SCHIEWE, past president of the Chicago Guild, was elected to the IEB in an interim election last fall.

Schiewe, who is on the sports staff of the Chicago Sun-Times, is first vice president of the Chicago Guild, having assumed that position last January. Previously he served two terms as local president and two terms as Sun-Times Unit chairman. For three months early this year he served as acting executive director of the Chicago Guild on leave from his paper.

Schiewe is a member of the IEB Organizing and Guild Reporter, Research & Information and Human Rights Committees.

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NOEL WICAL, past president of the Cleveland Guild, is seeking his first term on the IEB.

Wical was president of the Cleveland Guild last year when the 129-day strike against the Press & News and the Plain Dealer began. He subsequently became chairman of the Press unit, a position he still holds. He was one of the local's chief spokesmen during the strike and represented the Guild in a public television debate with Press Editor Louis B. Seltzer.

Wical, who is a copy reader at the Press, served three terms as vice president of the Cleveland Local and seven terms on its executive board.

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HARVEY H. WING, past president of the San Francisco-Oakland Guild, has been a member of the IEB since 1955.

Wing, who is seeking his fifth term on the IEB, is chairman of the IEB Constitution Committee and a member of its Appeals Committee. Previously, he was chairman of the IEB's Special Committee on Pensions.

Wing, who is a reporter for the San Francisco News-Call Bulletin, also served as chairman of the Scripps-Howard Chain Council. He has been a delegate to the San Francisco Labor Council, the state AFL-CIO merger convention and the 1962 IAFWNO seminar in Panama City.

'What'd He Say?'

Philadelphia, Pa.—Executive Vice President William J. Farson heard himself nominated in three languages in an unscheduled departure from Convention routine.

David S. Schick of the host Local delivered the nominating speech in meticulous Spanish, and George Legris of the Canadian Wire Service Guild interjected a dash of French among the English seconding speeches.

For the benefit of non-Spanish-speaking delegates, here is what Schick had to say:

"Brother Rosenstock and brothers of the Newspaper Guild: In the City of Brotherly Love, we hold in high affection a man faithful in the battle for better conditions, trade-union freedom and freedom of the press.

"For many years he has worked night and day for his brothers in the United States, Canada, Puerto Rico and Hawaii. On behalf of my Philadelphia brothers I take great pleasure in placing in nomination the name of William Farson for re-election as executive vice president."

Vietnam Beatings Hit; Privilege Bill Backed

Philadelphia, Pa.—Two resolutions aimed at protecting newsmen in the performance of their duties at home and overseas were approved by the Convention.

In the first, the Convention instructed the Guild's administrative officers to "take such action as may be required to push for the passage of effective federal or state legislation" designed to protect newsmen from the threat of jail for refusal to reveal confidential sources.

The resolution was prompted by a bill introduced by Sen. Kenneth B. Keating of New York to protect newsmen from being forced to disclose their sources of information in federal courts.

In the second resolution, the Convention called upon President Kennedy to obtain assurances from the Vietnamese government that United States correspondents "will be permitted to perform their journalistic duties without threats of physical violence."

Noting that nine foreign correspondents were recently assaulted by the secret police of South Vietnam while covering a peaceful Buddhist religious ceremony in Saigon, the Convention demanded that "correspondents in Vietnam be given access to information that will facilitate the filing of free, full and accurate descriptions of developments in the area."

A week of conferences between U.S. Ambassador Frederick E. Nolting, Jr., and Vietnamese President Ngo Dinh Diem failed to produce assurances that the Vietnamese will not press assault charges against the newsmen.

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Convention Backs Hawaii Guild; Strike Enters Sixth Week

Philadelphia, Pa. — Joining a massive wave of union solidarity in Hawaii, delegates to the ANG Convention reached into their pockets for nearly $500 as grass-skirted, lei-laden collectors passed the hat for the embattled Hawaii Guild.

After hearing a report on the Honolulu strike and an appeal for support from Roy Kruse, Hawaii Guild president, delegates reported from the floor that nearly $2,000 more was already on its way in the form of strike fund donations from locals and district councils.

And they adopted a resolution pledging "sustained support" to the Hawaii Guild and other striking unions in what the convention described as "another bitter test of union strength and unity."

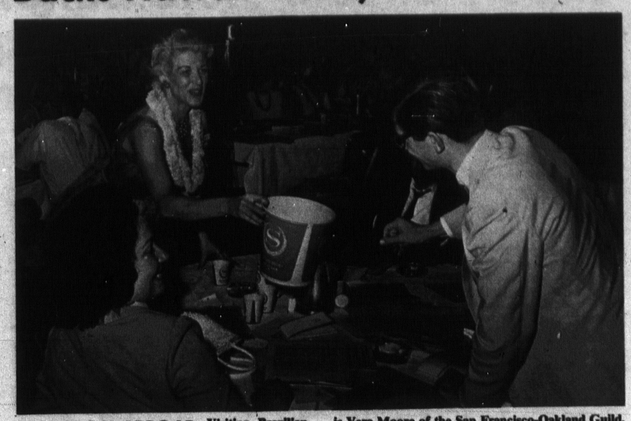
"Our morale is tremendous," Kruse told the Convention on the 21st day of the strike. "The unity in Hawaii is not only between the seven unions on strike, but every union in the State of Hawaii is backing up our strike.

"Some 80,000 members of all the unions will be walking with us. Already we have had 15 different unions walk the picket lines with us, from high school teachers to plantation workers.

"We in Hawaii have finally got the winning unity, and we will win."

Unity among employes of the Honolulu Advertiser and Honolulu Star-Bulletin began in 1959, Kruse said, when the Guild began its drive for a contract expiration date as close as possible to those of the other unions. When the two papers consolidated operations last year, he said, the unions combined to work out what amounted to a single agreement covering the consolidation.

"This year," he said, "our experiences of the past taught us the necessity, the urgency, of a unified approach. Early in negotiations we formed the unity committee, drafted some ground rules for bargaining, worked out a set of demands on issues common to all of us and formed what amounted to a joint bargaining committee to handle all negotiations except minor issues that were individual union problems.



HELP FROM ABROAD: Visiting Brazilian newsman Carlos Lenzi adds his contribution to the Hawaii strike fund as interpreter Sonia Docal looks on. The collector is Vera Moore of the San Francisco-Oakland Guild. Lenzi was part of a four-man team of Brazilian journalists that attended the Convention, along with visitors from Venezuela, El Salvador and Turkey.

"The joint bargaining was on such common issues as pensions, group-life and medical-plan costs, a common expiring date, severance pay, holidays, vacations, wages and the company's demand to reinstate a two-day waiting period for sick pay.

"We will win," he declared. "Our determination to win is great. But we need financial help. We need it badly and we need it often, and we'll need it throughout the strike. The only people who can win this strike are we and you, with your moral and financial support."

The Convention's response was indicated in its resolution, in which it sent a pledge of "sustained support and admiration to Guildsmen in Hawaii, and, through them, to the other striking unions."

The Convention called upon "every Guildsman and Guild Local in the United States and Canada to make such sacrifices as may be required to guarantee that individual and local contributions may be added to regular Guild benefits to reduce the hardships suffered by the strikers and that this effort be sustained on a regular weekly or monthly basis so long as the strike continues."

Besides individual cash donations of $482, made on the Convention floor, the following checks were presented or reported as already mailed:

Federation of Guild Representatives, $200; Empire State District Council, $100; POI District Council, $175; Middle Atlantic District Council, $100; Detroit Guild, $200; New York Guild, $500; Southern District Council, $100; Cleveland Guild, $50; San Diego Guild, $300; Chicago Guild, $100; Toronto Guild, $200, and Canadian District Council, $100.

Speakers stressed that these were only initial contributions and pledged that more will be forthcoming.

The San Francisco-Oakland Guild announced that its executive committee has moved to pledge $300 a week; the Twin Cities Guild, still recovering from a 1962 lockout in Minneapolis, promised $50 a month, and the Kenosha Guild pledged $1 per member.

Honolulu, Hawaii—Picket lines around the Honolulu Advertiser and the Honolulu Star-Bulletin were holding firm as Hawaii's first daily newspaper strike ended its fifth week.

A new company offer was rejected as unacceptable last week by the Joint Strike Strategy Committee, which consists of representatives of the Hawaii Guild and six other striking unions. Federal mediators continue on the scene, but talks have been suspended.

Hearing details of the offer at a mass meeting, members of the seven striking unions shouted their endorsement of the rejection despite an effort by management to go over the heads of union leaders.

In a letter to all employes—which was released to television and radio before the employes received it — management had charged union leaders with trying to hide the terms of the new offer from their members.

Three hundred Hawaii Guildsmen and 500 members of the printers, pressmen, photoengravers, lithographers, machinists and longshoremen, who began the joint strike June 21, are receiving strong support from other Hawaiian unions, as well as from merchants, legislators and others.

At a meeting with federal mediators and the seven unions' joint bargaining committee, management offered minor modifications of the take-it-or-leave-it package it had thrown on the table March 31, when the Guild's contract expired.

Union spokesmen said the new offer would have given strikers just about as much money in the first year as the previous proposal but that workers might have ended up with less in the second year after the pay raise and sick-leave proposal were translated into dollars and cents.

Management proposed a two-year contract with a first-year increase of $4 a week at the top, scaled down to $2 at the bottom (compared with its earlier offer of $3.50 a year for either a one-year or two-year contract, scaled down on a percentage basis).

In the second year, it offered an increase of $3.50 at the top, scaled down to $1.75.

The wage increase would not have been retroactive to the contract expiration date but would have taken effect only on the date that employes returned to work.

The company agreed to drop its demand of a two-day waiting period for sick pay for the first illness of the year but insisted on a one-day waiting period for the year's second illness and a two-day waiting period for each subsequent illness.

A previous offer of 75 cents a week added to wages in return for a reduction of sick-pay benefits disappeared from the latest proposal.

Meanwhile, in a further show of union solidarity, 350 longshoremen marched up from the docks to relieve strikers on the picket lines.

AFL-CIO meat cutters have donated 300 pounds of meat for sandwich fillings, and AFL-CIO firemen are providing soft drinks and a cooler.

Morale continues high and picket lines feature an air of festivity. Song contests, impromptu dances and other entertainment, including an appearance by comedian Dick Gregory, have relieved the tedium.

Toronto Guild Gains 36 At Globe & Mail

Toronto, Ont. — The Toronto Guild has won bargaining rights for 36 employes of the inside circulation department of the Globe & Mail.

Certification of the group was granted by the Ontario Labour Relations Board after a check revealed that 63 per cent had signed application cards.

The Guild sought representation for a group of 90, including circulation district managers. The board, however, ruled after extensive hearings and investigation that the district managers had truly managerial functions in their dealings with carriers and should be excluded from the circulation department unit.

Management urged the board to order a representation vote even though the Guild had submitted documentary evidence of membership for more than the required 55 per cent of employes, but the board rejected the request.

Fred Jones, International Representative, assisted the Local in the organizing project.

The Guild also represents editorial, delivery, garage and maintenance employes of the Globe & Mail.

Firings Bring Strike In San Jose

(Continued from Page 1)

that the wife of the new "managerial" team is not working in any supervisory capacity. Further, the Guild said, since negotiations on a first contract were still pending, management was under obligation to bargain on the dismissals.

Stor-Ad owners refused to meet with Guild representatives for nearly a week. When they at last agreed to a conference, they declared that the Guild was interfering in management affairs and refused to rehire the two men.

Members of the unit voted to strike starting the morning of July 13.

Although the strike is sanctioned by the Santa Clara Central Labor Council, union pressmen crossed the picket line despite assurances from their officials that the Guild picket line would be honored. Several members of the new Guild unit also crossed the line.

Guild leaders said meetings with pressmen's representatives have produced no clear explanation of why the pressmen have continued to work.

Guild-management meetings are continuing but have not produced any change in management's position.

Eleven Stor-Ad Guildsmen are on the picket line.



Photo by Jeff Brehm, San Jose Union Gazette

NEW UNIT STRIKES: Guild members picket Stor-Ad Printers Inc., San Jose direct-mail house, struck July 13 after the discharge of two part-time artists. From left are Beverly Hunter, Paul Thompson, Keith Matzler and Rosemary Sawyer.

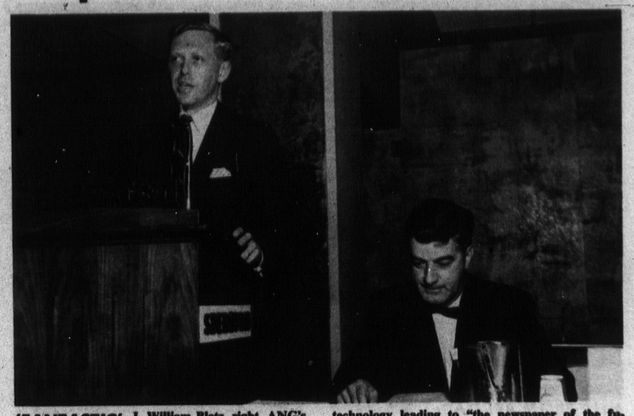
AFL-CIO Expert Cites 3 Automation 'Musts'

Philadelphia, Pa.—Trade unions faced with the advent of automation must strive to prevent a loss of employment, obtain a fair share of resulting gains in productivity and cushion its impact on job changes, Convention delegates were told.

Irv Beller, economist for the AFL-CIO Research Department, outlined these objectives in a Convention forum at which John Diebold, newspaper automation consultant, pointed to radical technological changes on the newspaper-industry horizon.

Beller discussed ways in which other unions have met the problems posed by automation, while representatives of five Guild locals reviewed the initial impact it is having on papers in their jurisdiction.

Diebold, predicting that computers and other automated machinery will "change totally the way a newspaper operates," warned that "we need social innovation to match the technological innovation that is taking place."

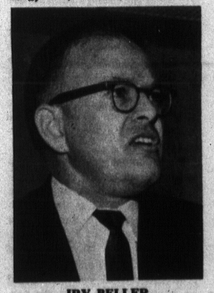


'FANTASTIC': J. William Blatz, right, ANG's director of collective bargaining, ponders the implications for Guildsmen of the technology leading to "the newspaper of the future," outlined by John Diebold, consultant on newspaper automation, at Convention forum.

Publishers, he declared, should not look to automation "simply as a way of cutting costs" but should utilize it "imaginatively" and "humanely" to make sure that "people aren't hurt."

Some of the "social innovations" that have been advanced to meet the problem were outlined by Beller.

"The objectives sought are not really new," he said, "but the need to realize these objectives has been made much more urgent by the technological revolution."



IRV BELLER
'3 Objectives for Unions'

Trade union goals in meeting automation's problems, he said, fall in three categories:

"First, to preserve the employment relationship; to prevent the loss of jobs, if at all possible.

"Second, to obtain a fair share of the gains resulting from increased productivity flowing from advanced technological change.

"Third, to cushion the impact of any change or any job displacement which does occur, and that includes the impact of job shifts within a plant as well as outright layoffs."

Under the recent agreement between the Steel Workers and Kaiser Steel, Beller noted, displaced workers are assigned to an employment reserve, from which they may be assigned to other jobs or to retraining while remaining on the regular payroll.

The contract, he said, gives Kaiser workers a one-third share of productivity gains in the form of a monthly bonus and even guarantees wage increases to employees who fail to win promotion to higher-paying jobs because of technological change.

"A significant development of recent years," Beller said, "is the establishment of committees to smooth a way for future collective bargaining by dealing with complex problems on a continuing basis and in a less crisis-ridden atmosphere than exists when the parties are forced to face up to a 30-, 60- or 90-day expiration date."

Beller cited the Kaiser long-range sharing plan, the extended vacation plan in steel and other successful developments arising from committee efforts. But he warned:

"Committees are no substitute for trade union strength and militancy."

Diebold told the delegates that the newspaper industry is "not simply facing a question of eliminating some of the jobs that exist today."

"The way in which we work and the role of work in society are changing," he said, "and the role of a union is going to change as a result.

"Basic new questions are raised about the rights of the individual, and the unions are not asking them and ought to be."

Diebold predicted that widespread changes are inevitable in the newspaper industry, not only in the production and business side but in newsrooms and circulation departments as well.

Robert Buchanan, executive secretary of the Toronto Guild, reported extensively on his local's experiences in bargaining contracts in which automation was a major issue (GR, June 7).

He saw three general avenues which a union can take at this time to meet the automation threat: 1—The traditional one, including shorter hours, longer vacations and earlier retirements; 2—"Buying off" displaced workers with super-severance pay or liberal early-retirement benefits, and 3—Retraining.

Ray Mann, administrator of the Wire Service Guild, told of his local's negotiations with the major wire services when stock market tabulators were replaced by a computer (GR, March 8).

Offers of job transfers and retraining, super-severance pay, time off and company assistance in finding new jobs were agreed upon.

Dale VanHorn, president of the Pueblo Guild, described a computer operation that has taken over several business and advertising operations (GR, June 7).

"If the machinery shows up," he said, "insist that present employes be trained for it now and in the future. And get somebody from management to explain these things thoroughly so that there is full comprehension of what is going on among the employes who are directly affected."

International Vice President Marshall W. Schiewe reported that his Chicago Local has had few head-on collisions over automation but is alarmed by the threat of standardization of newspapers, which is likely to arise from centralization of computer operations.

Elinor Redner, chairman of the San Francisco Chronicle Unit, described the paper's planned transfer of business, advertising and circulation work to a computer. (GR, June 7).

Key punchers are being given on-the-job training for the new operation, she said, but management has not had any serious discussions with the Guild.

"It was and is quite plain," she said, "that any satisfaction must be left to collective bargaining."

Five Dismissed At Chronicle

San Francisco, Calif. — The San Francisco Chronicle has dismissed five clerical employes in the past two weeks after automating part of its business office.

The Chronicle said the transfer of operations to machines which will be tied into a computer system in the fall has eliminated the need for a junior clerk, two intermediate clerks, an intermediate bookkeeper and the accounts receivable supervisor.

Two of the five fired employes have more than ten years' service. The San Francisco-Oakland Guild is meeting with management on the dismissals.

N.Y. Publishers Hit For Attack on Jobless Benefits

Philadelphia, Pa.—A proposal by the New York City Publishers Association to bar strikers and locked-out employes from receiving state unemployment compensation benefits was denounced by the Convention.

It pledged the Guild to oppose the move "with every resource at its command."

Under present law, strikers and lockout victims qualify for unemployment compensation of up to $50 a week after seven weeks. The publishers asked the state legislature July 11 to deny jobless benefits to employes involved in a labor dispute.

The next day, the New York Guild's secretary-treasurer, M. Michael Potoker, told the Convention that "while the delegates of New York State locals of the Guild have been convening in Philadelphia, we have been the victims once more of a sneak attack by the Publishers Association of the City of New York."

The Convention resolution, proposed by Potoker, pointed out that "these are the publishers who last winter forced their employes to leave their jobs through a take-it-or-leave-it, nonbargaining posture during negotiations and by an indefensible shutdown of newspapers against whom there was no strike.

"The American Newspaper Guild denounces and deplores such a reactionary and retrogressive attack on the rights of working men and women and opposes this move with every resource at our command."

At a Joint Legislative Committee hearing in New York City, the publishers' spokesman, John R. Schoemer, Jr., called for an amendment to prevent the jobless insurance program from becoming an "ally" of striking unions.

He said New York's 114-day newspaper strike would have been shorter if New York had had a law like Michigan's, which denies jobless benefits to strikers or to "those interested" in a strike.

Joseph D. Murphy, public relations director for the New York AFL-CIO, pointed out to the joint committee that only four of the nine New York newspapers involved in the strike and lockout were actually struck.

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Albany, N. Y. — Unemployment benefits have been denied to workers idled in a three-week deliverers' shutdown of New York City newspapers in 1958.

The Appellate Division last week endorsed the findings of the Unemployment Appeals Board that a strike was the cause of the shutdown and that, under the state's seven-week waiting rule in strikes, idled workers were not eligible for benefits.

When the deliverers struck, some printers refused to cross their picket line at the Daily News. The News suspended publication and the other major dailies followed suit.

Insurance claimants held that the shutdown developed from the News lockout and not from the deliverers' strike. They cited the New York City Publishers Association's policy of suspending all papers if one is shut down by a strike.

But the appeals board said the shutdown was a result of "the extension of the industrial controversy initiated by the deliverymen."

Fairer Labor-Board Rules Urged

Philadelphia, Pa.—The Convention adopted three resolutions aimed at redressing the balance between unions and employers in United States and Canadian representation proceedings.

One called upon Congress to restore the right of the National Labor Relations Board to hold pre-hearing elections to eliminate "undue delays" in holding representation elections.

The report of the Convention Organizing Committee had cited the recent Chicopee Falls, Mass., case "in which Dow Jones was permitted to stack delay upon delay so that it took the Guild a fatal 15 months just to get an election ordered by the NLRB."

A second resolution, pointing out that "a stated objective of labor legislation in Canada is to expedite orderly collective bargaining relationships," petitioned Canadian legislative bodies to minimize delays in certification proceedings.

Canadian speakers reported that appeals and protracted litigation often delay certification two years or more.

A third resolution urged Federal Courts and the NLRB to return to the doctrine that unions are entitled to equal time to address employes in the plant of any employer who utilizes his power of ownership to address a captive audience.

The "captive audience—equal time rule" was a "just and proper docrine and necessary to the maintenance of true free speech for trade unions," the Convention stated in urging the courts and the NLRB to reconsider their abandonment of the doctrine.

Preserving Jobs Seen Top Need In Automation

Philadelphia, Pa.—The ANG's "overriding concern" in meeting the problem of automation must be the protection of its members' jobs, the Convention asserted.

The Guild's jurisdiction must also be safeguarded, it said.

Technological advances, the Convention declared in its collective bargaining report, call for "new collective bargaining remedies which go considerably beyond the familiar ones of the past."

"We can agree with those publishers—still so few in number—who have publicly stated no workers should lose their jobs as the result of the introduction of new techniques in our industry.

"We must be prepared to do our part, through collective bargaining, to insure that this will be so."

The Convention recommended that the IEB institute "a study in depth" of "the extent and effect of automation in the industry" and "the collective-bargaining remedies—both old and new" that can best be used to meet the problem.

The Convention reaffirmed the Guild's reliance on collective bargaining as the main avenue for protecting its members' interests and warned locals to exercise caution in embarking on "new approaches" that might divert it from that path.

The Collective Bargaining Committee, in a report adopted by the Convention, declared that "we must integrate the old and the new into a comprehensive program for dealing with the problems of automation, which are going to become increasingly urgent and pressing in our industry."

The Convention urged locals to forward "all available information on automation processes in their plants" and on resulting problems to assist the ANG study. And it suggested consultation with newspaper craft unions as an aid to the study.

The Collective Bargaining Committee, headed by R. H. Buchanan of Toronto, noted that joint bargaining with the craft unions has already helped the Guild achieve contract protection for members affected by automation.

The committee cited the following "old and new" remedies that have been used to ameliorate the effects of automation:

Protection of jobs through jurisdiction clauses, shorter hours, longer vacations and improved holidays, advance notice and consultation, reduction of force only by attrition, transfer rights, training programs, employe adjustment services, maintenance of income, extension of the right to fringe benefits, new job classifications; equitable distribution of the gains from greater productivity, and joint committees to study the effects of technological change.

ANG collective bargaining recommendations on multiple use and syndication "have assumed new importance," the Convention said in citing an example of how an existing approach can be used to meet the automation problem.

"The Guild must move vigorously," the Convention declared, in an amendment proposed by International Vice President Marshall W. Schiewe, "to assert employes' residual rights to material resold after publication or distributed freely and widely through publisher-owned wire services."

In turning to "new approaches," the committee affirmed that "nothing yet has been found to replace the strength of unity — unionism—and the will to use it.

"The gains of the past fiscal year came to Guild members in the only way we have found workable in these 30 years—face to face across the bargaining table and, when it had to be, on the picket line."

The Convention declared that the Guild prefers to further its members' interests "without hardship to either side."

"But it rejects the cry that collective bargaining has failed," the Convention said. "It has brought us strains. But it has been the only avenue to achievement.

"The Convention cautions all Guild locals to consult fully with ANG before embarking on any new course which might divert us from the path and goals of collective bargaining."

The Convention also:

► Urged locals to maintain close liaison with the Director of Collective Bargaining, a step termed "doubly desirable" in the face of the "burgeoning problems of automation."

► Recommended that locals resist any trend toward long-term contracts and exercise the greatest care in following ANG constitutional procedures on collective bargaining.

► Affirmed the International Executive Board's action in holding that Cleveland Guild members who failed to perform strike duty during the Guild's strike last winter were not entitled to benefits at a later stage when the Guild was observing craft-union picket lines.

"Collective bargaining," the Collective Bargaining Committee said, "has been the only proven method of achieving our goals, and remains, with no change in objective or method, the heart of our movement today.

"The year just past put that method to strains never before encountered by the Guild in its pursuit of these goals.

"We have survived — and emerged closer to those goals. But more than that, we have proven to the industry and to ourselves that the Guild has attained the measure of maturity which such a test cannot shatter."

$250 Wage Goal In Washington

The Washington Guild has established a $250 wage goal for key top minimums.

The Washington executive board, which had proposed that the Philadelphia Convention adopt a $250 goal as international policy, last week unanimously approved a local policy statement providing that no fully-experienced reporter, editor, advertising salesman, circulation district manager "or person of similar skills or responsibilities should be compensated at a rate of less than $250 per week."

The local executive board also adopted a wage goal of $125 for beginners in key classifications and for all fully-experienced adult employes in Guild jurisdiction.



Collective Bargaining Committee

Guild Organizing Must Be Geared To Automation, Convention Warns

Philadelphia, Pa. — Guild organizing efforts must be geared to the growing phenomenon of automation, the Convention declared, particularly in commercial departments.

"The dangers inherent in uncontrolled automation and changing technologies in our industry make mandatory greater organizational gains," the Convention said.

"While the Guild, through many of its farseeing locals, already has taken steps at the bargaining table to absorb the cruelest human impact of automation through contractual guarantees of retraining, job transfers and compensation," the Convention Organizing Committee declared, "it is apparent that automation also holds special significance for future organization efforts.

"Recent experience shows that the camel of automation first pokes its head into the newspaper industry tent through the doorways of the commercial department.

"It is apparent, then, that the Guild is obliged to gear organization efforts in such departments presently outside contract protection to job-security provisions against automation layoffs."

The Convention urged locals to give "careful examination" to organizing possibilities and problems created by "the rapid growth of suburban and community newspapers."

Locals "gaining experience in this field and on other new frontiers of organization, including automation," were urged to promptly relay their knowledge to the International Executive Board's Organizing Committee. The IEB committee, in turn, was asked to collate the data and furnish it to other locals facing similar organizing situations.

The convention committee, headed by David S. Schick of Philadelphia, noted that organizing efforts have been impeded "more pointedly this year than previously" by drawn-out NLRB proceedings. It cited the "fatal 15 months" required to obtain an election at the Dow Jones plant in Chicopee Falls, Mass.

"While the modest gains reflected in current membership figures provide some small comfort," the committee said, "their basically static nature only makes clear our major task is to accelerate the pace of organization.

"Facing up to this task and viewing the organizing picture in full perspective, it is plain there is no substitute for hard work in organizing.

"Certainly, bringing up our first-line forces, the international representatives, to full battle strength is necessary and approved.

"This does not lessen, however, nor does any strategical deployment of their talents, regional or otherwise, lessen the duty of our locals and their membership to perform the preliminary contact and missionary work that precedes all organizational successes."

The Convention, accordingly, recommended that:

► The Pittsburgh Convention's four-point organizing program be re-established with emphasis first on free riders, second on unorganized departments, third on unorganized shops in organized cities, including papers belonging to chains partly organized, and fourth on new locals.

► Additions to bring the staff of IRs to its full complement be made as soon as possible and, when more feasible in specific situations, competent members of locals be hired to augment the ANG staff in organizing drives.

ANPA's Word To The Wise

"Wise" is the word used by the American Newspaper Publishers' Association to describe those of its members who have assured their employes that automation will not cost them their jobs.

The ANPA's Special Standing Committee, reporting that, because of new technological developments, unions are becoming more militant on job protection, said recently:

"Several publishers have wisely undertaken to protect present employes by guaranteeing that none will lose their situations as a result of the installation of new equipment.

"Such contract language has gone a long way to allay the fears of employes that new equipment automatically means instant reduction in jobs and loss of employment."



Organizing Committee

ROSENSTOCK: *Publishers Ignored Warning*

The Guild warned of mounting collective bargaining problems in the newspaper industry four years ago, but publishers refused to listen, President Arthur Rosenstock told the opening session of the Philadelphia Convention.

"The time was 1959. The occasion, this speaker's assumption of the presidency," Rosenstock recalled in his annual address.

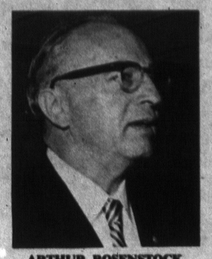
" 'We don't want to be at your throats,' we stated, 'any more than we want to be at your feet. If you play fair with us, we will do our best.

" 'I think that some foundation in this country should find out what goes on in newspaper negotiations—in this atomic-fission pile that may blow up in our face.

" 'The Newspaper Guild would be acquitted on every strike it has had in this country.'

"Our plea fell on too many publishers' deaf ears, as it currently did in Hawaii, where extended and reasonable proposals brought only frustration and debasement."

Rosenstock noted that this fall, more than four years after his call for foundation action, a labor-management conference will be held in Santa Barbara, Calif., under the auspices of the Center for the Study of Democratic Institutions.



ARTHUR ROSENSTOCK
'Too Many Deaf Ears'

Of last winter's strike emergencies in New York and Cleveland, Rosenstock asked:

"Now, in the name of all sanity —and without weighing the logistics and dynamics of whether or not the citadels 'conquered' last winter were worth the fire-power expended—what in heaven's name went on there?

"The publishers yielded too little too late, and both sides dug in.

"We believe peace rested within hand's reach—for a fraction of those losses—and in Cleveland the man stood adamant, a finger in the dike to save his breast-hugged 'principle'—a contract clause to be found in countless contracts in our jurisdiction for years. He stemmed the flood, but I predict that that 'principle' will melt under the sun-rays of revelation and reality."

Turning to broader problems of the Guild and labor generally, in the fields of political action and the advancement of human rights, Rosenstock said:

"Scab laws and 'Right-to-Work' laws, Taft-Hartley and Landrum-Griffin, have plagued and stunted our growth, our organization and our collective bargaining.

"The titans of industry spew countless millions into this jungle warfare; we must give our individual mite to hold the line of defense and mount an offense. Our fountainhead, the AFL-CIO and CLC, needs our dollars. So let's go!—and COPE with it!

"The most incandescent issue of this day and in this field is Civil Rights—Human Rights—Human Dignity. The minorities in this country, and our Negro brothers, in particular, cannot and will not wait another 100 years—another millenium—for justice. They are employing the voice and muscle of political action, as we have repeatedly done to achieve our justified goals.

"The last train is leaving, and we want to reserve through passage."

Rosenstock opposed, as he had done at the May meeting of the International Executive Board, the IEB's proposal to increase the international assessment schedule.

Instead, the president proposed that the assessment question be submitted to an interim committee to study both it "and the pressing corollary of strike benefits."

"At the outset," Rosenstock said, "let me state that the ANG hoped, even expected, to be whole by April 1, 1964. This is not true of some locals. My own local, New York—after a long, black winter of miseries—hopes, with the aid of long-prior voted authority to raise its dues to six percent until its floor is reached, to be fully in financial health by July 1965.

"I reject the contrary posture that the time to 'propose and impose' is while the battle and wounds are still an agonizing experience. The burden of wage losses in New York (114 days) and Cleveland (129 days) ranged from $1,000 to upwards of $4,000 minus benefits."

Noting that he had not been made "privy to the most voluminous piece" on the subject of biennial conventions "that flowed out of ANG headquarters," Rosenstock also voiced his opposition to suggestions that ANG con-

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FARSON: *Arbitration Can't Replace Bargaining*

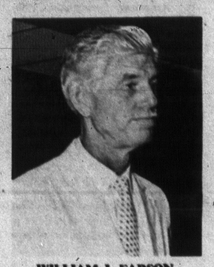
"Arbitration, compulsory or voluntary, is not an adequate substitute for collective bargaining," Executive Vice President William J. Farson declared in his annual report at the Philadelphia Convention.

Through collective bargaining, he said, "in 1963 we expect to catch up with our fair share of the industry's sizable earnings."

"During and after the New York printers' strike, representatives of government and self-appointed representatives of the public were widely quoted as urging a new approach to collective bargaining," Farson said, "The tenor of these statements was that collective bargaining has broken down when there is a strike. Nearly every spokesman opposed compulsory arbitration or Government supervision, but invariably they recommended voluntary arbitration as the so-called 'New Approach.'

"How can you have free collective bargaining without an occasional strike?

"And how can you have a democratic society without free collective bargaining?



WILLIAM J. FARSON
Homecoming Week

"Whatever happened to free enterprise?

"This is not to say that collective bargaining cannot be aided by a better understanding between management and labor. I have expressed the Guild's willingness to meet with top management and union representatives to seek fruitful and meaningful ways of solving some of our collective bargaining problems. But it should be perfectly clear that we do not believe arbitration is an adequate substitute for bargaining."

Last winter's strikes and lockouts were a sore trial to the Guild, Farson said.

"Not since the days of the Seattle Post-Intelligencer and Chicago American Hearst strikes has the Guild faced a crisis of such massive proportions," he declared.

"The Guild and its sister unions have demonstrated their ability to take the Sunday punch of the biggest and the toughest group of publishers in the country and come up off the floor fighting."

Although some will say that the New York strike did not produce gains commensurate with the hardships it inflicted, Farson said, "the record proves this is not the case. The period during and after the strike produced some of the best collective bargaining gains in Guild history."

Farson cited another plus factor: the changed attitude of publisher representatives at the bargaining table.

"I believe we will see less Boulwarism," he said. "I believe such unrealistic bargaining will not be the norm in the future. I don't believe any responsible management is interested in repeating the New York or Cleveland experiment. To put our investment costs in these strikes in their proper perspective they should be measured against the gains of the next five years."

Another plus of the strike, he said, was "the laying to rest of the publishers' old cry that one dollar more than the 'last—final' offer would mean the suspension of some papers." Despite their threats of suspensions, he pointed out, New York publishers admitted afterward that the settlement would not mean the loss of any of the papers.

"Publishers have cried poor mouth for so long that the public and even some of our members believe that practically all newspaper properties are marginal operations," Farson said. "Publishers get away with this myth all too often because financial facts are practically impossible to pry loose from newspaper owners."

Citing statistics of the industry's growth and profitability set forth in the Officers' Report (GR July 5), Farson said: "We are not dealing with a marginal industry. Do not be misled. This is a healthy industry."

Farson voiced the Guild's thanks to leaders of the AFL-CIO Industrial Union Department, the United Auto Workers and the International Brotherhood of Electrical Workers for more than a half-million dollars in interest-free loans which they made available during the Guild's time of need.

"They actually will make a contribution of some $23,000 by sacrificing the interest they would have collected had the money they lent us remained in their normal investments," he emphasized.

While its present problems are not yet solved, Farson said, the

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PERLIK: *Financial Strengthening Is Required*

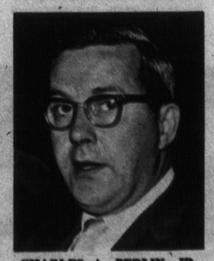
The Guild's general operating fund ended the past fiscal year with a surplus, but its defense resources were found wanting, Secretary-Treasurer Charles A. Perlik, Jr. told the Philadelphia Convention in his annual address.

Perlik said that four factors had tended to strengthen the General Fund despite the stresses of "the severest financial and collective-bargaining crisis ever endured by the Guild."

First, he said, additional revenue became available before the emergency in New York and Cleveland as a result of the Buffalo Convention's decision to raise the General Fund per capita by 10 cents.

Second, the International Union of Electrical Workers, the Guild's landlord, waived three months' rent, and the AFL-CIO and the Canadian Labour Congress waived per-capita taxes for the same period.

Third, economies were made in the headquarters operation, and staff vacancies were not filled.



CHARLES A. PERLIK, JR.
A Paradoxical Report

Finally, under Guild policy, staff salaries and expenses amounting to more than $21,000 were charged to the Defense Fund during the winter crisis.

As a result, Perlik explained, there was a surplus of $23,457.96 on the year's General Fund operation.

"When you subtract from this the deficit of $13,708.38 with which the General Fund began the year," he said, "the result is an opening surplus for fiscal 1963-64 of $9,749.58.

"The IEB foresees stable operations in the General Fund for the current fiscal year," Perlik told the Convention. "It calls for, and budgets for, a full complement of staff.

"While these are happier days for the General Fund," Perlik continued, "I think there's no doubt history will eventually repeat itself. We've just come off a six-year down-hill trend, and there's no reason to believe that the circumstances responsible for it won't soon be upon us again.

"I have said on more than one occasion that we should make adjustments in our financial structure designed to forestall, if not totally eliminate, these recurring financial traumas. Others have, too, and the recurring solution lies in shifting our international financing base from a flat-sum to a percentage-type per capita.

"Some examination of such a possibility was undertaken in the past fiscal year by the IEB Finance Committee. I hope this will open the discussion and consideration of a basic, fundamental change in our fiscal practices in the not too distant future."

Turning to the ANG Defense Fund, Perlik reported that strikes and lockouts had cost the Fund more than a million and a half dollars during the past year.

"Numberless comparisons can be made with that figure," he said.

"It is, for instance, almost identical with the total income, General and Defense Funds, of ANG for two years.

"It's almost five times more than was ever spent by the Defense Fund in any other fiscal year in ANG history.

"And it's one-and-a-half times the total amount ANG can take into the Defense Fund in a full year, from all sources and exercising its total authority with respect to per capita and Defense Fund.

"But for all these, and whatever else it might be, it's a fact.

"It's no longer speculation. After years of discussing our Defense Fund financing in terms of 'if' the lid blows in New York, the fact is it has blown.

"And our resources have been found wanting.

"It costs $140,000 a week to defend ourselves in a New York strike, no matter whose strike it is, and we are not equipped with the defensive weapons needed to face such circumstances."

He noted that the present international assessment schedule, assuming payments from all members, produces about $65,000 a month.

"What would we have done in the final seven weeks of the New York strike to relieve the suffering of our members there if it hadn't been for unemployment compensation?" he asked.

Noting the steps taken at last year's Convention toward meeting the Defense Fund's deficiencies by approving an additional 40-cent

(Continued on Page 15)



Political Action Subcommittee

Struggle For Civil Liberties Tops Guild Political Action Agenda

Philadelphia, Pa.—"A dynamic program which clearly defines courses of action on civil rights and other major issues of the day" was urged by the Convention in its political action report.

The Convention recommended that the International Executive Board direct special attention to political action this year and that the Guild, its officers and members "join actively in campaigns to win civil liberties for everyone."

The American Newspaper Guild is "eminently qualified to strike back against the onslaught of the right-wing lunatic fringe which has set as its target the destruction of our civil liberties and union democracy," said the Political Action Subcommittee of the Research and Information Committee.

"The struggle for civil liberties must be placed at the head of our political action program," the committee said. "Without support for this and other issues affecting our national interest, our efforts to solve strictly trade-union problems become meaningless.

"Will we take the easy path—the one followed by those who fail to accept the challenges to our democratic way of life—or will we stand up and be counted on all matters including medicare, fair housing, anti-scab laws, civil rights demonstrations."

Turning to anti-strikebreaking legislation, the report said "it is essential for the Guild to keep up the battle against professional strikebreakers."

"Anti-scab legislation is of prime importance for each local, the committee said. "An attempt should be made in each city and in each state to obtain favorable legislation on this vital problem involving all trade unionists.

"A concentration of money and influence joining forces to destroy labor is our opponent. Now is the time to get on the right path to meet this challenge with resounding political activity."

Other Convention recommendations were that:

► Locals that do not have political action committees immediately form such groups to work with district councils and other union organizations for the enactment of federal, state, provincial and municipal Citizens' Job Protection Laws.

► Locals accelerate the pace of voluntary collection drives so that the Guild can once again meet its COPE 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 to corresponding organizations in Canada.

'Soft Sell' For COPE

Philadelphia, Pa.—"Just take a dollar from your pocket and hold it in a very relaxed position, supporting your arm at the elbow, until one of our collectors gets around to reap the harvest."

Speaking was Bob Gulles of SFONG as he put in motion the Convention's annual collection for the AFL-CIO Committee on Political Education.

Delegates, who had passed the hat once already that day for the Hawaii Guild strikers, dug into their pockets for another $212.50.

Kentucky U. Paper Wins Council's College Contest

Philadelphia, Pa.—The Kentucky Kernel, University of Kentucky student newspaper, has been awarded first place in the first annual Conference of District Councils' Intercollegiate Newspaper Contest.

The Kernel was selected from among entries submitted by the Southern and Middle Atlantic district councils.

Judges, who arrived at their decision during the July 8-12 Convention, were ANG Vice Presidents Edward Easton, Jr. of New York, Jack Dobson of Toronto and James B. Woods of St. Louis, all working newspapermen.

Runners-up were the Flat Hat of the College of William and Mary, Virginia, and the Daily News of Philadelphia's Temple University.

In previous years contests were held only by individual district councils. Next year the conference plans to extend the contest to other councils with the ultimate objective of an international contest involving student newspapers throughout the United States and Canada.

The Conference requested that the International Executive Board inform each district council of the present council boundary lines and that a study be made during the next year of the practicability of the existing boundaries.

Robert M. Golden, President of the Middle Atlantic District Council, was re-elected Conference president, and Isabel Greenwood, Secretary-Treasurer of the Canadian District Council, was elected secretary.

Hawaii Governor Signs Scab Law

Hawaii Governor John A. Burns has signed a Citizens' Job Protection Law, bringing the total of states with legislation restricting the use of strikebreakers to nine.

In New Jersey, meanwhile, three more municipalities — Trenton, Cliffside Park and West New York—have enacted similar legislation. A total of 28 U.S. cities, 17 of them in New Jersey, now have Citizens' Job Protection Laws.

The New Hampshire Senate pigeonholed an antistrikebreaking bill in June, referring it to a study committee by a 9-6 vote.

Biennial Study Plan Dies At Convention

Philadelphia, Pa. — An International Executive Board recommendation that a special interim committee be named to study the desirability of biennial ANG conventions failed to gain approval at the Philadelphia Convention.

The recommendation was defeated in the Constitution Committee and did not reach the convention floor.

Instead, the Convention recommended that the IEB consider changing the present convention format to permit presentation of intensive leadership training programs in conjunction with annual conventions.

The IEB, at a meeting the day before the Convention opened, voted 8-7 in favor of the recommendation that the Convention authorize the appointment of an interim committee to study the biennial issue. The committee would have reported to the 1964 Convention in Long Beach, Calif.

The recommendation was introduced by Executive Vice President William J. Farson and Secretary-Treasurer Charles A. Perlik, Jr. It was opposed by President Arthur Rosenstock and Vice Presidents Edward Easton, Jr., Harvey H. Wing, Jack Dobson, Marshall W. Schiewe, James B. Woods and George M. Muldowney.

The IEB, in a supplement to the Officers' Report to the Convention, noted that there had been widespread discussion of biennial conventions and said its recommendation was intended to give this discussion "a focal point and develop it for determination."

Those IEB members who supported the proposed study said it would enable the Guild to better judge the desirability of replacing alternate conventions with some form of educational program, such as national or regional conferences.

Board members who opposed the recommendation said the issue already had been discussed thoroughly and that further review was unnecessary. They objected that the proposal had been introduced "at the last minute," without advance consultation, and charged that only "paid officers" of the Guild favored a change to biennial conventions.

After the Constitution Committee killed the biennial proposal, it reported out its recommendation that the IEB "consider" changing the convention format so that "business of the convention be concentrated into only a portion of the convention week, with the remaining portion devoted to intensive leadership training and education."

The Convention adopted this proposal as a substitute for a more specific recommendation submitted by the Research and Information Committee.

The latter recommendation, on which the R&I Committee divided, would have called upon ANG to prepare "basic and advanced leadership seminars" for presentation at future conventions. Such seminars, proponents argued, would help answer the need of small locals for more leadership training.

Some opponents of the R&I recommendation questioned the feasibility of attempting to combine such extensive educational programs with the convention; others, while expressing interest in additional educational activities, cited the problems involved in rescheduling the convention to make room for them.

Both agreed that the idea needed more study, and the substitute was adopted by a voice vote.

Turkish Labor Head Attends Convention

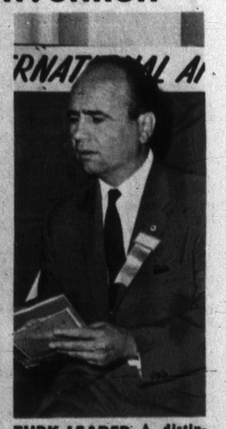
Philadelphia, Pa. — The ANG played host during Convention Week to more than a dozen overseas journalists and trade union leaders, who have been observing the workings of U.S. trade unions and other institutions under the auspices of Federal agencies.

Most distinguished of the guests was Seyfi Demirsoy, president of the Turkish Confederation of Labor, the Turkish equivalent of the AFL-CIO. He attended with a colleague, Yilmaz Cerikcioglu.

From Brazil came Vicente de Paulo Barreto, Nelson Braga, Carlos Alberto Silveira Lenzi and Theodoro Narciso de Mello, Jr. These four, travelling with Wire Service Guildsman Gene Meakins as team manager, have been engaged in a two-month trade union training program sponsored by the Agency for International Development with the assistance of ANG and several of its locals.

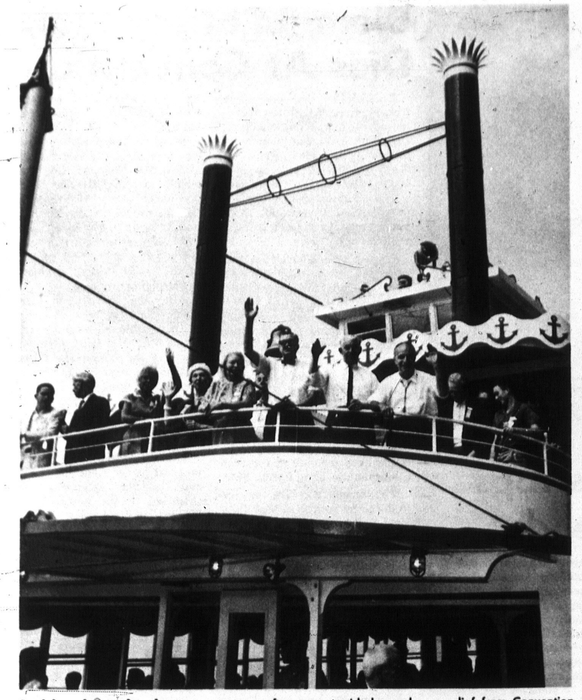
Also sitting in on the Convention were six trade unionists from Caracas, Venezuela: Claudio J. Azocar, Alejandro Botello, Laurenao Ortiz, Jose A. Sosa, Jose G. Vera and Luis R. Ynagas.

From El Salvador came Hector D. Martinez, who has been active in the founding of a newsmen's union in his country and served as a delegate to the founding Congress of the Inter-American Federation of Working Newspapermen's Organizations.

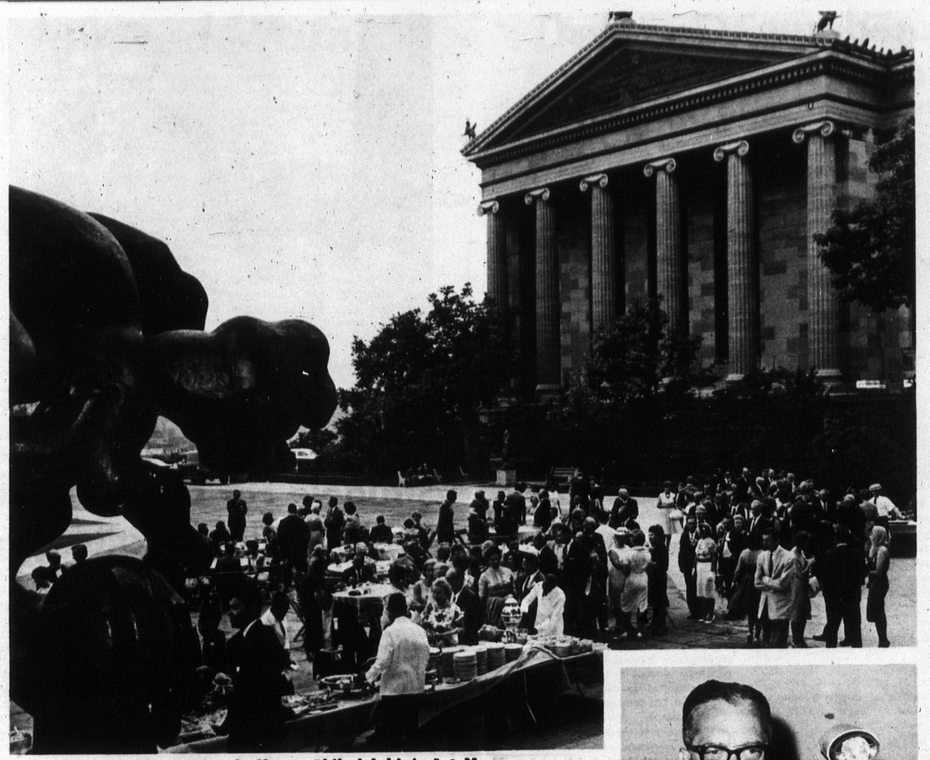


TURK LEADER: A distinguished visitor to the Convention was Seyfi Demirsoy, president of the Turkish Confederation of Labor.

Addressing the Convention, Lenzi thanked the Guild for its hospitality and lauded U.S. newspapermen.



Cruising down the river on a summer afternoon provided a welcome relief from Convention pressures. Delegates give a parting wave as Philadelphia's "Showboat" pulls out into the Delaware for a two-hour inspection of the city's waterfront, including mothballed battleships.



Pre-Convention buffet at Philadelphia's Art Museum.



Registration showed that many a delegate had made the Convention a family affair. While Daddy concentrated on Guild affairs, Mama and the kids investigated the sights (and shops) of the City of Brotherly Love. At right, Arnold Drapkin of New York shepherds his family through the registration line.

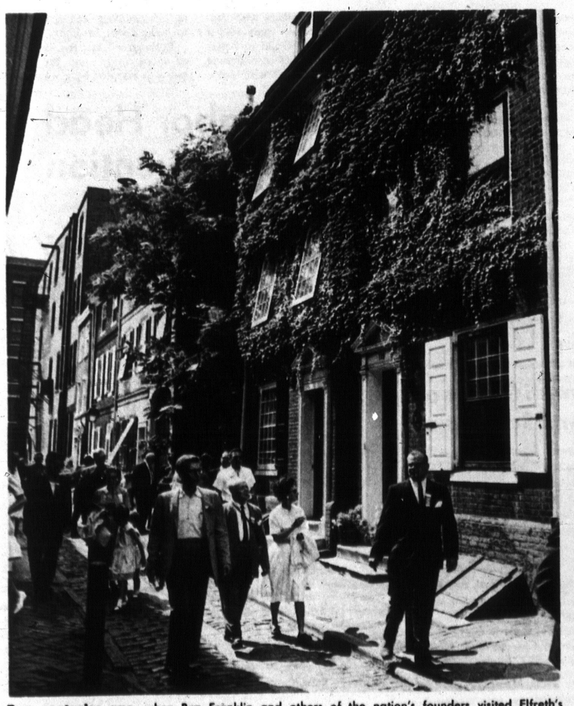


Official photographer for the Convention was Jules Schick, a former ANG vice president who now operates a Philadelphia photo agency.

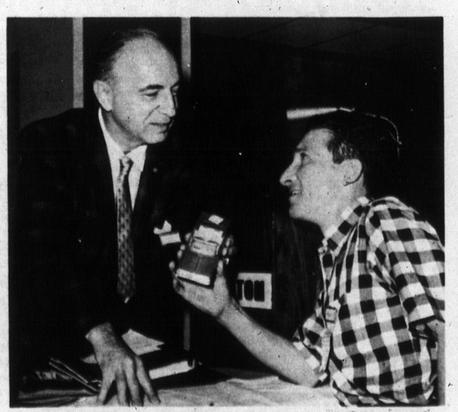


Serving notice that they intend to make their political weight felt, Guild women worried more than one male candidate. From International Vice President Daniel A. McLaughlin's left are Patricia McGuckin of Detroit, Joan B. Haggerty and Barbara Finkelstein of North Jersey, and Lou G. Webb of San Francisco-Oakland. The women "candidates" withdrew just before nominations were made.

Between The Acts In Philadelphia



Two centuries ago, when Ben Franklin and others of the nation's founders visited Elfreth's Alley, these houses looked much the same as they appeared to these Convention delegates touring this uniquely preserved corner of Colonial Philadelphia. Delegates also visited Independence Hall, Betsy Ross House and Carpenters' Hall in a tour of historic sites.



"Detroit in '65" is the word Harry Golden, Jr., Detroit Guild president, is passing to President Arthur Rosenstock along with a symbol of the Motor City. Scores of model cars bearing the slogan were distributed by the Detroit delegation in its bid to sew up the 1965 Convention.



With a little badgering, delegates surrendered Convention badges to young souvenir hunters as the week ended. From left are Steve Ripley, Jr., Paul Perlik and Bruce Buchanan, sons, respectively, of the ANG Contracts Secretary, ANG Secretary-Treasurer and Toronto Executive Secretary.



Host Michael Casino, president of the Philadelphia Guild, serves up one well-done hamburger to ANG President Arthur Rosenstock as International Vice President Michael Mastrulla of Cincinnati analyzes the situation. International Executive Board members, the ANG staff and members of the Philadelphia Guild's Convention arrangements committee were guests at Casino's farm following pre-Convention board meeting.

Constitution Changes Bolster Procedures For Discipline In Picket-Line Violations

Philadelphia, Pa. — Constitutional provisions for selecting disciplinary trial boards, found cumbersome in mass trials, were simplified by the Convention.

Instead of providing for trial-board panels, from which the accused and his accusers could each strike names, the new system provides for a directly appointed, standing trial board of five members for each local.

The change, recommended by the International Executive Board at its pre-convention meeting, was sought by the New York Guild. The New York Local found that multiple cross-eliminations from trial-board panels during disciplinary proceedings against more than 50 members who crossed picket lines during last winter's ITU strike resulted in confusion bordering on "chaos."

The Convention rejected by a roll-call vote of 249 151/180 to 126 29/180 a minority report, presented by International Vice President Jack Dobson of Toronto. (See roll-call tabulation on next page.)

Under the amendment, the panel system would have been retained unless the number of accused members in a disciplinary case was 10 or more. In such cases, it provided for convening the entire panel as a trial board.

This, it was argued, would have ended the confusion caused by cross-eliminations from trial panels during mass hearings while preserving the safeguards under which the accused and his accusers were allowed to eliminate members thought to be prejudiced.

Opponents of the substitute proposal contended that protection against prejudice is provided by the right of any accused member to petition the IEB for a change of venue to the trial board of another local at the expense of his home local.



Constitution Committee

The Convention adopted a new constitutional clause providing for the prompt suspension of a member who crosses Guild picket lines to work in a struck plant, pending disciplinary proceedings against him.

Formerly, a member crossing a picket line could continue in good standing during a protracted period of accusation and trial, as long as he paid his dues. Under the new clause, the member is called within two or three days to show cause why he should not be suspended pending determination of the charge.

The Convention established a new procedure for filling vacancies on the International Executive Board after remarking that "experience has shown that the IEB can function for brief periods without the full complement of membership."

Under the new provision, any vacancy occurring in one of the regional or at-large vice presidencies will remain vacant until the next convention.

If a vacancy occurs in one of the three top offices—president executive vice president or secretary-treasurer—it will be filled temporarily under the existing order of succession if it occurs less than six months before a convention. If it occurs more than six months in advance, a referendum will be held to fill it.

The Convention modified the constitutional rule of allowing ANG to expel members for nonpayment of dues. To allow for special circumstances in some locals, the Constitution was amended so that a member who remains in suspension for 12 months or more may, "with the concurrence of the local" be dropped from the rolls.

The Convention rejected a minority report, which sought to limit the authority of the locals by providing for expulsion "after consultation" with the local.

Other constitutional changes, which the Convention made in approving the report of its Constitution Committee, headed by John M. Lemmon of Washington, included:

► A provision to allow payment from the local treasury of the dues of strikers or locked-out members.

► A clause clarifying dues payments at ten cents a month for members on strike or locked out, except for those working in a shop under Guild contract, who must pay appropriate dues to the local under whose contract they are working.

► A provision to allow the discipline of members who conceal income while receiving strike or lockout benefits.

► The addition of a section providing for discipline of members working in or for a shop that is locked out, "contrary to the policy adopted by the local with respect to such lockout."

3 Amendments Bring Warning By Convention

Philadelphia, Pa. — The Convention expressed "unequivocal opposition" to three proposed U.S. constitutional amendments it said would "halt the steady march toward more representative government."

The amendments, already approved by some state legislatures, would:

► Deprive federal courts of the right to entertain suits challenging the apportionment of state legislatures.

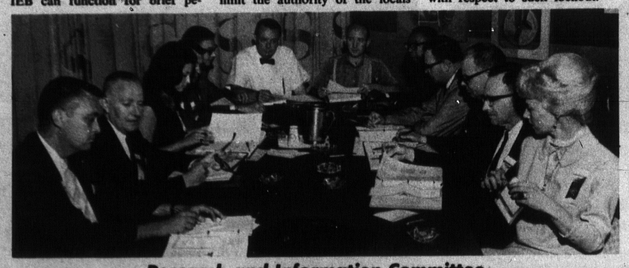
► Create a "Court of the Union," consisting of the 50 chief justices of state supreme courts, which could overrule the U. S. Supreme Court.

► Allow for amendment of the Constitution by vote of the legislatures of three-fourths of the states, without approval by Congress or a national convention.

"Such amendments, by concentrating power in the hands of a minority, would negate the insistence of the vast majority of our citizens for a larger measure of social and economic justice," the Convention declared.

Its resolution noted that the second amendment is being sponsored in states "whose legislatures are notoriously malproportioned to give disproportionate representation to rural populations."

The Convention urged ANG's members and locals to "alert themselves to the dangers of such proposals and express their disapproval to the appropriate legislators."



Research and Information Committee

Bulletin-Board Material Sought To Spur Liaison With Members

Philadelphia, Pa.—To quicken the flow of educational information to Guild members, the Convention recommended that ANG undertake the preparation of special local bulletin-board materials and a periodic bibliography of these and other publications available from Guild headquarters.

Adopting a report of its Research and Information Committee, of which Arnold Drapkin of New York was chairman, the Convention recommended that ANG "arrange for the distribution of its own and other appropriate bulletin-board material" as an effective means of reaching the largest audience at the lowest cost.

Summarizing the activities of the R&I Department during the past year, the committee reported:

"During 1962-63 the Research and Information Department continued its annual ANG Institute Series with the theme of 'Wages and Wage Bargaining.'

"Revision of the Administrative Manual, a special Circulation Panel survey and supervision of the Guild's annual Wilbur Bade and Heywood Broun awards were among other activities conducted by the department in addition to its research, public relations and publications activities.

"Several projects were deferred because of strike-induced financial problems. One of these, a book of organizing quotes, will be issued by this fall."

Revision of Guild manuals will be part of the department's activities during the coming year.

The Convention also recommended that:

► Determination of the form of next year's Bade Award, for outstanding local Guild work, be made by the International Executive Board at its fall 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.

An R&I recommendation calling upon ANG to present "basic and advanced" leadership seminars at Guild conventions was rejected by the Convention in favor of a less specific Constitution Committee proposal that the IEB consider changing the convention format to free part of the week for educational programs. (See biennial convention story on Page 7.)

Cleveland Charge Is Dropped

Cleveland, Ohio—Three Cleveland Guild members have withdrawn an unfair labor practice charge filed against their local and the ANG in an NLRB case arising out of last winter's Cleveland newspaper strike.

Carroll L. Martin, acting regional director of the NLRB, announced that the charge has been withdrawn with his approval.

Martin was not available for further comment. While charges may be withdrawn voluntarily, in most cases a charge is withdrawn when the charging party is notified by the regional director that he will refuse to issue a complaint.

The charge was filed in the dispute over the continued denial of both ANG and local benefits, after the Guild settled its contracts March 1, to members who had failed to perform strike duty, including picketing, during the Guild's three-month strike for new contracts. After the Guild signed its contracts, it continued to observe the picket lines of other striking unions.

The three members charged that the ANG and the local had "restrained and coerced" them and 11 other Cleveland Guild members by refusing to pay them benefits "because they refrained from engaging in concerted activities for the purpose of collective bargaining."

The charge was signed by Jack Clowser, Joseph F. Collier and Beatrice Vincent. The 11 other members named were Forrest Allen, William Tanner, Marie Daerr, Richard Pergler, Dean Wilder, James Herron, James Frankel, William Dvorak, William Roberts, Milton Widder and Kenneth Solt.

Allen was one of the leaders of the group which opposed the Guild strike.

The ANG's Philadelphia Convention this month upheld the International Executive Board's decision affirming the denial of benefits to Cleveland Guild members "who failed to participate in strike activities as required under Constitution-adopted policy."

The Convention noted that ANG policy requires the performance of picket duty to qualify for benefits.

Prize Delegates

Philadelphia, Pa.—"Most of the great newspapermen are Guildsmen," President Arthur Rosenstock said as two Pulitzer Prize winners were introduced to the Convention.

Lois Wille, Chicago Local secretary and member of the Chicago Daily News bargaining and grievance committees, has won three Page One awards and the Marshall Field Award, in addition to the Pulitzer Prize.

J. Harold Brislin, former president of the Scranton Guild and of the Middle Atlantic District Council, has won not only the Pulitzer Prize; said International Vice President Daniel A. McLaughlin, "but so many 'Big Story' awards that he has cigarettes coming out of his attic."

Arthur Geiselman, Jr., of York, a Broun Award winner, was also introduced.

Defense-Fund Floor Is Increased To $1 Million

(Continued from Page 1)

facing the Guild at the start of its fourth decade.

They authorized a review of the assessment schedule as an alternative to a proposal to increase the present schedule, with a $3 top, to one with a $5 ceiling, effective in any future emergency after the Defense Fund reached its present $500,000 constitutional floor.

The assessment study was directed by a roll-call vote of 257 7/12 to 150 5/12 after the Convention Finance Committee had modified an IEB proposal that called for an assessment schedule with a $6 top and a committee to study benefit policy.

The IEB had split, 10-5, on the proposal, in a division that was reflected in the opening Convention addresses of top ANG officers. Rosenstock opposed the increased schedule, while Farson and Perlik supported it.

While the modified proposal gained a majority in the Finance Committee, headed by Wical, it went down to defeat on the Convention floor when the Guild's four largest locals—New York, San Francisco-Oakland, Toronto and Wire Service—voted against it.

The Finance Committee minority, in a report presented by M Michael Potoker, secretary-treasurer of the New York Guild, proposed the following alternative:

"That the Convention authorize the IEB to appoint a special study committee to examine all aspects of ANG strike-lockout benefit policy, including the base for paying benefits, prerequisites for eligibility for benefits and the schedule for assessments, and report the results of such study to the IEB and the 1964 Convention."

This proposal was substituted for the majority recommendation after a two-hour debate in which most opponents of the majority report conceded that a change in the assessment schedule is needed but maintained that now was not the time to make it.

They criticized what they termed the "last-minute" character of the IEB proposal, drawn up in May, and said the higher schedule was badly timed in the wake of widespread dues increases and recent strike hardships.

Several pointed out that the proposal would not put any additional money into the Defense Fund for almost a year at the earliest—since it would not have taken effect until after the present series of assessments ends—and contended that any increase in assessments should be considered in conjunction with changes in benefit policy.

Supporters of the majority report contended that the present assessment schedule is not only inadequate but inequitable and that a schedule with a higher income potential was needed now to bolster the Defense Fund's credit position.

They presented figures to show that the proposed schedule would typically not increase total assessment payments for most salary classifications and declared that Guild members are willing to pay what is necessary to strengthen the union's position.

Thomas J. Murphy, executive vice president of the New York Guild, said the proposed assessment schedule was "insufficient" and "inadequate" when measured against the needs of a proper benefit policy.

"Once you know what the tab is going to be," he declared, "you are then going to say, 'Now, what taxes do I need to meet these appropriations or these benefits?' "

Potoker, agreeing that the existing assessments schedule is inequitable, declared that "a more equitable assessment schedule can come out of this." But he voiced apprehension lest the proposed increase be adopted only to require an additional increase should the committee's study show that benefit payments are insufficient.

Donald Beck of Detroit, arguing for the majority report, presented figures to show that typically, six of nine salary classifications would actually pay less under the proposed schedule, which would have increased payments principally at the top of the salary ladder.

The paradox, he said, arose from the fact that the increased monthly schedule would have resulted in quicker replenishment of the Defense Fund, reducing the number of monthly assessments even though increasing their amount.

While referring the assessment question to the interim committee, the Convention approved the IEB's proposal to raise the constitutional Defense Fund floor to $1 million as soon as the Fund reaches that figure at its "normal" rate of growth.

An emergency is deemed to exist and an assessment generally invoked when the Defense Fund falls below the constitutional floor.

The Convention also approved a revision of per capita policy, allowing locals to retain 50 percent of the dues of members who pay $2.30 or less per month. Until now, locals have had to remit the full amount of dues up to $2.30 to ANG.

The Convention approved a 1963-64 budget of $534,862, geared to anticipated income of $535,050.



Finance Committee

'Thanks'

Philadelphia, Pa.—The Convention expressed its official thanks to labor organizations that came to the ANG's aid during the New York and Cleveland strikes.

A resolution praised the "unstinting fraternal cooperation" of the AFL-CIO, its Industrial Union Department, the Canadian Labour Congress, the International Brotherhood of Electrical Workers, the International Union of Electrical Workers and the United Auto Workers in making available interest-free loans or waiving rents and per-capita payments, "thus helping the ANG to weather its financial crisis."

How The Roll Calls Went

Two roll-call votes took place at the Philadelphia Convention, the first on a Finance Committee minority report on the question of increased assessments; the second on a Constitution Committee minority report on changing the procedure for selecting disciplinary trial boards.

A "Yes" vote on the assessment issue meant approval of the minority's proposal that both the question of increased assessments and changes in strike-lockout benefit policy be referred to an interim study committee; a "No" vote meant support of the majority report proposing adoption of an increased assessment schedule to apply in future emergencies after the International Defense Fund again reached its constitutional floor of $500,000.

A "Yes" vote on the trial-panel issue meant approval of the minority proposal retaining present trial-board selection procedures except in mass trials. A "No" vote meant support for the majority proposal to create standing trial boards instead of panels from which boards have been selected.

Local	ASSESSMENTS Yes	ASSESSMENTS No	TRIAL PANELS Yes	TRIAL PANELS No
Akron	3	____	____	3
Albany	5	____	____	5
Baltimore	4	____	____	4
Boston	11	____	____	11
Brockton	2	____	____	2
Buffalo	1	5	____	5*
Canadian Wire Service	____	4	____	4
Chicago	____	7	3 1/2	3 1/2
Cincinnati	5	____	____	5
Cleveland	5 1/3	2 2/3	2 1/3	5 2/3
Columbus	____	4	4	____
Denver	7	____	____	____
Detroit	____	7	7	____
Erie	____	3	____	3
Gary	____	2	2	____
Hammond	____	2	2	____
Hampton Roads	____	2	____	2
Harrisburg	____	2	2	____
Hudson County	2	____	____	2
Indianapolis	____	4	____	4
Kenosha	2	____	____	____
Knoxville	____	2	____	2
Lehigh Valley	____	3	____	3
Lima	1	1	____	2
Los Angeles	4 1/4	12 3/4	17	____
Lynn	1	____	____	____
Madison	____	2	____	____
Manchester	2	____	2	____
Memphis	____	5	5	____
New York	85	____	____	85
North Jersey	____	4	____	4
Ottawa	____	4	____	____
Pawtucket	2	____	2	____
Peoria	____	3	3	____
Philadelphia	1	10	____	11
Pittsburgh	____	3	____	____
Portland, Me.	4	____	2	2
Providence	3	____	**	____
Pueblo	____	2	____	2
Rochester	3	____	____	3
Rockford	____	2	____	____
Sacramento	4	____	____	4
St. Louis	____	12	4 4/5	7 1/5
Salem	2	____	2	____
San Antonio	____	2	2	____
San Diego	7	____	**	____
San Francisco-Oakland	21	____	____	21
San Jose	____	5	5	____
Scranton	____	3	____	3
Seattle-Tacoma	____	9	____	9
Sioux City	____	2	2	____
Stockton	____	3	3	____
Toledo	6	____	____	6
Toronto	21	____	15 3/4	5 1/4
Twin Cities	8	____	8	____
Utica	2	____	____	2
Vancouver-New Westminster	9	____	____	9
Victoria	3	____	____	3
Washington	____	11	11	____
Wilkes-Barre	2	1	____	3
Wire Service	19	____	14 7/9	4 2/9
York	____	2	2	____
Youngstown	____	2	2	____
	257 7/12	150 5/12	126 29/180	249 151/180

* One abstained. ** Abstained.

ANG Helps Celebrate Philadelphia's July 4

Philadelphia, Pa. — The ANG was represented at Philadelphia's 187th Independence Day celebration July 4, four days before the city played host to the Guild's 30th Annual Convention.

Secretary-Treasurer Charles A. Perlik, Jr. was on the speaker's platform as Vice President Lyndon B. Johnson addressed a gathering at Independence Hall in the climax of Philadelphia's annual Freedom Week celebration.

Assessments Until Spring

Philadelphia, Pa.—How long will the present assessments have to continue in order to restore the ANG's Defense Fund to its $500,000 constitutional level?

At least well into next spring, according to Secretary-Treasurer Charles A. Perlik, Jr.

A projection drawn before the Honolulu strike indicated that the Defense Fund—assuming no further drains—would be at full strength by next March 30 after 16 monthly assessments.

But since the five-week Honolulu strike is costing approximately $10,000 a week, the projection will have to be revised.

"For each three months the Honolulu strike continues," Perlik told the Convention, "the assessment will have to be extended two months."

Guild Gives Collis Farewell Salute, Quarter-Century Pin At Banquet

Philadelphia, Pa.—Former ANG President Joseph F. Collis received a farewell salute at the Convention banquet from the union he served for a quarter of a century.

"You have a record I don't think that another will ever equal," said Arthur Rosenstock, Collis' successor, in presenting him with a specially struck gold 25-year pin. The Convention gave him a standing ovation.

Collis, who last year left the Guild's jurisdiction when he became managing editor of the Wilkes-Barre Record, also received a set of crystal beer glasses bearing the ANG seal from the International Executive Board. Collis was an IEB member for 17 years until 1962 and ANG president from 1953 to 1959.

Responding to the delegates' applause, Collis said:

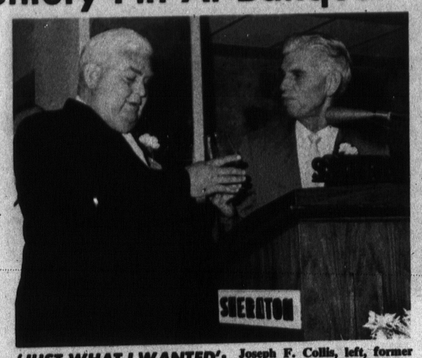
"Whatever I may have contributed in very minute fashion to the ANG has been far outweighed by the education you have given me, the opportunity to serve, to be of some good, and to meet the fine people from Munich to Hawaii. . . .

"I think the American Newspaper Guild bounces with resiliency, has the characteristics of youthfulness. I think your greatest progress and your greatest years are ahead of you."

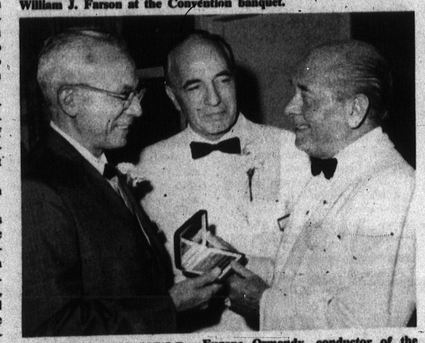
Collis' wife, Ann, was given an engraved silver tray.

Eugene Ormandy, serving his third decade as director of the Philadelphia Symphony Orchestra, received the Philadelphia Guild's annual Page One Award. Local President Michael Casino, in presenting the award, described Ormandy as "custodian of the city's outstanding cultural institution."

Entertainment after the banquet was provided by Philadelphia's prize-winning Polish-American String Band.



'JUST WHAT I WANTED': Joseph F. Collis, left, former ANG president, receives a set of beer glasses bearing the Guild's seal from Executive Vice President William J. Farson at the Convention banquet.



MAN OF THE YEAR: Eugene Ormandy, conductor of the Philadelphia Symphony Orchestra, right, receives the traditional stick of type representing the Philadelphia Guild's Page One Award from Local President Michael Casino as ANG President Arthur Rosenstock looks on.

It's Detroit In '65

Philadelphia, Pa.—Detroit was unanimously chosen as the site of the ANG's 1965 Convention in the final action of the 1963 Convention.

"Detroit is fun," Harry Golden, Jr., Detroit Guild president, told the delegates. "It is in a state known as the Water Wonderland.

"Wives will enjoy the world's largest shopping center, and this will give delegates greater incentive to intensify bargaining.

"In five minutes' time, delegates can visit our neighbors to the south—by a quirk of geography, our brothers and sisters in Canada."

Golden read a letter of invitation from Detroit's Mayor Jerome Cavanagh which described the city as "fifth in population, rich in history and tradition, international in aspect, a world port and industrial giant in war and peace, yet a city of beauty and culture and of gracious living."

In seconding the selection of Detroit for the Convention site, ANG Vice President Kenneth Rieger of Toledo said that while his city might never be able to hold a Guild convention, it pledged its moral and financial support to Detroit's enterprise.

The 1964 Convention will be in Long Beach, Calif.

Cleveland To Be Site Of Fall IEB Meeting

Philadelphia, Pa.—The International Executive Board will mark the ANG's 30th Anniversary by holding its fall meeting in Cleveland, home of the Guild's Local No. 1.

The meeting will be held Oct. 14-17, in conjunction with a ceremonial program being planned by the Cleveland Guild. The Cleveland Local will also play host to the POI District Council just before the board meeting.

The IEB, which customarily meets in Washington except at convention time, made plans for the Cleveland session at its post-convention meeting here July 12.

The board named President Arthur Rosenstock, Executive Vice President William J. Farson, Secretary-Treasurer Charles A. Perlik, Jr., and Wilfred Alexander, New York Guild president, as delegates to the AFL-CIO Convention in New York City in November. Vice Presidents Edward Easton, Jr., and Daniel A. McLaughlin were selected as alternates.

The board upheld the action of the Buffalo Guild in rejecting the resignations of three members of the Niagara Falls Gazette Unit, one submitted before a recent representation election at the paper and two submitted afterward.

At its pre-convention meeting, the board rejected the appeal of a Cleveland Guild member who claimed a refund of dues paid during last winter's strike at the Cleveland Press & News and the Plain Dealer.

The member, who was temporarily employed in a radio job during the strike, claimed that he should have been charged only unemployed dues of ten cents a month instead of $2.50, the amount paid by members working in a shop not under Guild contract.

Eleanor Roosevelt, 6 Guildsmen Mourned By Convention

Philadelphia, Pa.—The Convention paid tribute to Eleanor Roosevelt and six other Guild members who died during the past year.

"The mourning which we feel at the death of Sister Roosevelt," a Convention resolution said, "is tempered by awareness of the richness and fullness of her 78 years.

"To the many honors which she received in many countries may be added this tribute from the fellow members of the union to which . . . she gave much, asked little, with no prospect that we could do anything in return."

The Convention urged Guild members to support the Eleanor Roosevelt Foundation "as a practical action in her memory."

Other Guildsmen mourned by the Convention were:

► John M. Burns, "a symbol of strength during the trying time of the 1958 strike in Philadelphia; a man who as shop steward and member of the Representative Assembly proved over and over again . . . his ability to handle grievances for his fellow workers."

► Carlton H. Ihde, who "served long and faithfully as member of the bargaining committee on the Chicago Daily News, as local secretary . . . as international representative of the ANG, as executive director of his local."

► Julius H. Klyman, "one of the earliest organizers of the St. Louis Guild, an early member of the International Executive Board . . . and a potent force in the formation of a sound bargaining program for the ANG."

► Harry G. Mount, "a militant member of the Newspaper Guild of Greater Philadelphia from its inception," serving as a shop steward, member of the Representative Assembly, vice president and a delegate to the Middle Atlantic District Council and many Guild conventions.

► Frank Rene Sauliere, who "first in the Newspaper Guild of Greater Boston and later in the San Jose Guild was a probing, forceful delegate to many Guild conventions and a pillar of strength in the two locals."

► Arthur E. (Pete) Davis, first vice president of the Los Angeles Guild, a member of its executive board and representative assembly and a delegate to several ANG conventions.

Alabama Papers Resume Negotiations After Sale

Florence, Ala.—New management of the Florence Times and Tri-Cities Daily resumed bargaining with the Memphis Guild July 18 after a six-week delay following sale of the papers to Tri-Cities Newspapers Inc.

The new ownership includes T. Eugene Worrell, owner of a chain of small Southern dailies, who is chairman of the board; it is also understood to include Carmage Walls, owner of another string of Southern papers.

Management assured International Representative Robert Christofferson and the other members of the Guild bargaining committee of its intention to continue good-faith negotiations with the Guild despite the change in ownership. A management consultant from the Southeastern Employes Service Corp. attended the session.

The Memphis Guild was certified as bargaining agent for 44 company employes after an NLRB election Dec. 18.

Vancouver Sun Bought By Eight-Paper Chain

Vancouver, B. C.—F. P. Publications, owner of eight Canadian newspapers, has purchased control of the Vancouver Sun.

The Vancouver Guild, representing advertising, business, circulation, editorial, lithographic, maintenance and promotion employes of the Sun, has been assured by management that no immediate changes in organization or policy are in store.

The Guild contract is with Pacific Press, Ltd., publisher of the Sun and the Vancouver Advertiser, which is not affected by the sale.

Donald Cromie, who remains president of the Sun Publishing Co, and publisher of the Sun, announced the sale of controlling shares in the 231,000-circulation evening newspaper by Cromie family interests.

F. P. Publications, headed by Max Bell, also controls the Ottawa Journal, Winnipeg Free Press, Calgary Albertan, Free Press Weekly, Prairie Farmer, Lethbridge Herald, Victoria Colonist and Victoria Times. The Guild has contracts at the Victoria and Ottawa papers.

Assurance that no immediate changes would take place were made by Pacific Press management to Christopher Crombie, Vancouver Guild executive secretary, and William H. McLeman, Local president.

Sun Rises Late

Vancouver, B. C.—The Vancouver Sun was scooped on its own story when news of the paper's sale to F. P. Publications was announced on a local rr-dio station.

About 9:30 a.m. July 6, Guildsman Simon Cardew, handling Saturday chores by himself in the Sun's suburban New Westminster bureau, picked up a news bulletin on a radio station not normally monitored by the Sun. The bulletin said the Sun had been sold. Cardew immediately called city editor Jack Brooks and was greeted with shocked silence and incredulity.

Once convinced, editors went to work and staffers began chasing what amounted to a story about themselves. The story of the sale appeared in the Sun's second edition of the day but not before the edition was held up almost a half-hour while facts were sorted and copy checked and rechecked.

'Action Program' Against Discrimination Set

(Continued from Page 1)

with officers of the American Newspaper Publishers Association and "any other appropriate employers' groups to jointly draft a program of action to eradicate racial discrimination."

► Guild locals seek to arrange similar meetings with their employers "to plan details for effecting such a program at the local level."

► ANG officers, local officers and human rights committees seek to meet with representatives of civil-rights organizations "for advice, counsel and joint planning of fair employment programs in our jurisdiction."

► Locals cooperate with AFL-CIO central labor bodies, other newspaper unions and government agencies to eliminate discriminatory practices "in the shortest possible time," seeking the assistance of the President's Committee on Equal Employment Opportunity if necessary.

► Locals intensify their efforts to secure nondiscrimination clauses in their contracts and seek "a realistic, down-to-earth, meaningful program" that will not only eliminate hiring discrimination but provide for apprentice training to "improve and upgrade" the qualifications of minority-group members.

A New York Guild resolution along similar lines, submitted by M. Michael Potoker, secretary-treasurer, pointed out that minority-group members "are often turned aside as 'not qualified' for a job because they have long been kept from becoming qualified."

The resolution, adopted by the Convention, urged that an anti-discrimination program be placed on the agenda of the forthcoming collective bargaining conference between publishers and union representatives in Santa Barbara, Calif., in September "so that the immediate importance of projects relating to civil rights and fair employment may be considered."

In another resolution, the Convention condemned newspapers "which have turned their backs" on the movement for civil rights, "straddled the fence" or "castigated our Negro brothers and sisters for their demonstrations."

It urged newspapers in both the North and South to mount a campaign to eliminate discrimination in all of the nation's cities and commended "the few newspapers in the South which without regard to threats, circulation figures and advertising revenues, have listened to their moral consciences and have supported the Negroes' fight for equal rights and opportunities."

A third resolution voiced the Convention's "wholehearted support" of President Kennedy's drive for civil rights legislation and called upon Congress to "recognize its obligation to the whole nation by immediate and positive action" on it.

Denouncing any filibuster or other move "to thwart equal treatment in schools, jobs and public accommodations," the resolution declared:

"A century after their emancipation, the large number of Negro Americans find themselves in a condition of second-class citizenship little better than their former servitude.

"The progress toward full political and human rights has been so shamefully slow as to bring despair to these victims of social injustice.

"It has taken massive demonstrations by Negroes in the North and South to arouse the conscience of a nation to a long abuse that is morally indefensible. 'Gradualism' and 'tokenism' have been discredited as means of alleviating the cumulative effects of prejudice and towering economic and educational barriers."

Citing the proposed march on Washington as evidence that "the determination of Negroes to obtain their democratic rights continues in flood tide," the resolution declared that "all indicators point to growing urgency for sweeping corrective action."

The report of the Human Rights Subcommittee, headed by Leonard Weeks of New York, suggested that Guild locals seek "fair, responsible and intelligent news coverage" of the civil rights campaign.

It called for an end to "discriminatory treatment" in news stories and the elimination of identification of "minorities and special groups" when not pertinent to news coverage.

The report also urged governmental authorities to give reporters "full access to sources of information and individuals involved in inter-group controversy, integration and similar events, and to protect the rights of newsmen to carry out their assignments without hindrance, fear or personal threats."

In other recommendations, the Convention urged that:

► Locals that do not have human rights committees establish them "in the light of the developing social revolution, which makes action in this area more urgent than ever before."

► Locals participate to the fullest extent possible in the commemoration of the 15th anniversary of the United Nations Declaration of Human Rights, culminating in the celebration of Human Rights Day Dec. 10.

► Local human rights committees utilize the new guidebook for community action on human rights, published in connection with the anniversary celebration, in developing local Guild programs.



Human Rights Subcommittee

St. Louis Publisher Hails Guild Job-Equality Drive

St. Louis, Mo. — Praising the ANG's human rights program, Richard H. Amberg, publisher of the St. Louis Globe-Democrat, has declared it is "grossly un-American to discriminate against a person for employment because he is a Negro."

Responding to a St. Louis Guild letter calling upon all the firms with which it has contracts to eliminate racial bars, the publishers wrote:

"We are well aware of the fine position which the American Newspaper Guild takes now and has taken throughout its entire history. It is one in which we have always concurred.

"I greatly appreciate your letter, and I can assure you that I fully understand and respect the stand you have taken—more especially since I know it is a matter of conviction with you and your union, and not a recent and somewhat questionable conversion, as it is for many others."

In other responses, an official of the St. Louis Post-Dispatch thanked the Guild for its offer to lend assistance in establishing fair employment practices and promised to "continue to exert initiative on the question."

Station KMOX declared that news employment for those qualified is open without prejudice.

Locals Receive Quiz On Racial Makeup

Guild locals, along with 45,000 other local unions, are receiving questionnaires on their racial composition.

The questionnaires, prepared by the President's Committee on Equal Employment Opportunity, have been sent to 118 international unions that signed pledges not to engage in discrimination.

The ANG is sending them to all its locals and has asked that they be returned to the President's Committee by July 31.

Locals Asked To Help GR Speed Mail Delivery, News Coverage

Philadelphia, Pa.—Guild locals were called upon by the Convention to assist the Guild Reporter in covering Guild news and getting it to Guild members as quickly as possible.

The Convention, adopting the report of its GR Committee, recommended that:

► Locals help the GR intensify coverage of new contracts and bargaining developments on a breaking-news basis by providing immediate information in detail; by designating GR correspondents and giving the GR their names, addresses and telephone numbers, and by supplying the GR with photos and stories on local developments.

► The GR continue to explore every means of getting the GR to the members as soon as possible after publication date and resume shipment by air freight to the West Coast.

► Locals contact their postmasters and prevail upon them to expedite delivery of the GR, and keep their GR mailing lists current and accurate to speed delivery and reduce the cost of undeliverable copies.

"Most of the discussions of the GR Committee were on the crucial matters of getting the news into the GR more rapidly and getting the GR to the members faster," the committee reported.

"The committee agreed that both the locals and the GR staff should concentrate on spot coverage and quicker distribution. The committee commends current efforts of the GR staff to improve coverage and make-up."

The committee, of which Harry Golden, Jr. of Detroit was chairman, urged continued emphasis on collective-bargaining developments, Canadian news and expanded coverage of commercial departments.

The committee reported that the GR is exploring, with its printer, the possible conversion to a computer system for the processing of mailing addresses and noted that locals desiring faster delivery to local leaders can order GRs by first-class mail at a small cost.

The Convention also recommended that:

► The GR make a study of the relationship of advertising to the over-all operations of the GR, with particular attention to space and cost considerations.

► Because of space limitations, the GR continue to cover the proceedings of the Convention in summary form rather than publish full texts of speeches, resolutions and reports.

Crissey, Pyle Given Thanks

Philadelphia, Pa.—Charles E. Crissey, longtime editor of the Guild Reporter, and Maxwell E. H. Pyle, assistant editor, were cited by the Convention on their retirement during the past year after lengthy service to the Guild.

Both Crissey, who retired in January, and Pyle, who retired July 1, were veterans of the Guild's early struggles for recognition and both had served as international representatives before joining the GR. Crissey edited the GR for 12 years.

To both, the Convention extended its heartfelt thanks for a "job well done" and sent its "earnest wish that their lives may be blessed with continued good health and happiness."



Guild Reporter Committee

Automation Poses Human Problem, Diebold Warns

(Continued from Page 1)

into ways of building whole new families of machines for handling information.

This technological change is beginning to impinge on your industry, and there is going to be wholesale change in the years ahead. It has started.

But what has happened today is trivial compared to the type of change that will be taking place in your industry over the working life of virtually everyone in this room. The change is going to come along at an increasing rate, and it is going to change the whole heart of your business.

It is not simply going to change the method you use; it is going to change what you do; it is going to change the core, the essence of publishing; it is going to change what the role of a paper is in society. Eventually it is going to change the physical form of the paper, and it is going to materially change the corporate organization and the organizational form of papers and the role of publishing.

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You can look at any area of society where information is important, and you are going to find that wholly new families of machines are starting to be built to answer these needs. The field of the library, for example. There is a new family of machines called the information retrieval machine. Commercial models started being available last year.

The obvious newspaper application is the morgue. You are going to have a system where you store information optically and electronically and retrieve it electro-mechanically and electronically.

They are big refrigerator-type cabinets that are the library, and when you want some information from it, you quiz it. One way of quizzing it is to dial it. You can dial it long-distance, dial it by Telstar, but you will get the data out of it.

I think the biggest thing I could tell you about this whole field is: Don't look at what we have today and assume that your problem tomorrow is going to be one of coping with more of the same. It isn't. The rate of change is enormous, and the things I have been describing in language manipulation are still in limited use today, but by the end of the decade they can be very widely used.

In terms of newspapers, you can just barely see the tiny little ripples at the moment, but it is just starting to happen.

Obviously if you look away out—and "away out" in this field is about 15 or 20 years—you find ways of distributing papers, a way people have talked of for a long time, having output from a TV set.

In the past, efforts at this looked very crude, thinking in terms of maybe a mimeographed sheet coming out of the TV set. Already there are devices which can produce a much more sophisticated product than this in color out of a home TV set, and in 10 or 15 years it is pretty clear that that mode of distribution will play some role in the newspaper field.

Similarly, the ability to use the communication devices we have is going to change the areas in which newspapers can operate. In these rudimentary efforts today of having West Coast editions for papers like the New York Times, you have very long periods of transmission. The current transmitting devices operate at relatively slow speeds.

The devices that are already in use in other areas—in the military field, for example, which will shortly be used in commercial enterprises—provide for virtually instantaneous transmission of a whole newspaper from one place to any other place on the globe that you want to go with it.

For example, AT&T expects by 1970 to have more use of our telephone system by business machines, communicating with one another from city to city through all lines, than voice communication on the telephone system.

In other words, the transmission from area to area of data from one type of machine to another type, whether it is medical data coming out of a retrieval machine which is storing medical records or whether it is a newspaper transmitted from one area to another area, is going to be a big phenomenon in our society. It is happening in little pieces today. It is a reality.

When you are starting to have this type of change, it means you substantially change the question of how you print. One mode of operation is for the downtown papers, particularly, where you have terrible distribution problems, to print on presses in two or three locations simultaneously and produce papers in the suburbs at the same time you are producing downtown.

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Let me give you one or two examples of the kinds of things that will be happening 10 years from now, in 1973.

The things you read about today—use of computers to prepare tape or setting type—these are the first starts of some of these things, but they are peripheral to the main business. They don't tell you much about what's going to happen in the next few years.

The press section of the current issue of Time magazine has a drawing that we prepared in connection with a large research project we are doing for Field Enterprises, the Chicago Sun-Times and Chicago Daily News, and it shows an editor's console—1973. (The drawing was reprinted in the June 7 issue of the GR.)

It is probable it will occur substantially before 1973, but it is certainly something that will be used pretty widely by then, and it perhaps gives as good an example as I can of the type of thing that will be happening with a newspaper use of this technology.

Throughout the editorial department in the paper there will be large screens like TV screens—in our jargon called displays—on which you will dummy your paper. You will have two screens, flat plastic screens, the size of your pages.

You will display on this, in the format of your paper, your dummy. The only difference will be that all that exists is a trace on the screen, like the front of a TV screen.

If you want to put a new headline in, it will show on the screen in front of you in the characters of type you use for your headline type, and you can adjust it with a dial for what size you want, but all that won't exist in metal. All that will exist will be the electronic trace, and when you press "A", "A" will come out in the form of your own type, and you will modify this for the various kinds of type faces that you are using in your paper.

The paper will be displayed; you will have banks of screens of this kind, so you can look simultaneously at several pages, but you can store this or call up other pages very simply. You press the button for page 32, and it will display page 32. If you want to look at page 33, you press that button, and it will display that.

All of these elements I am describing exist. They are being used in other industries or the military for other purposes. What we did for Field Enterprises was to try to determine in a very fundamental way how this technology will affect newspapers.

You will be able to make changes with a typewriter keyboard, with a light pencil, with various other devices. You can vary the size of a picture by just changing the dials until you see what the page layout will be with a two-column spread for the picture or a three-column spread.

You will be able to see your dummy and play with your dummy without committing the hot type until the very last minute, and once you are at the point where you have to print, you are able then, by pressing a button, to go from this form to either tape—which is used to drive a linotype machine—or, not too far off from now, directly into engraving plates for use on the press.

The same thing is happening in a different way on the business side, in terms of information systems for handling business data, accounting data, list maintenance and all normal information requirements.

It is interesting, I think, to note that abroad the major distributor of papers in France has a gigantic computer system for allocating the papers to the distributors. They post every two hours. They have a current record, which is changed every two hours, of the number of copies of each edition that is going to every news dealer in France.

They don't schedule the private trains for distributing it, but they schedule the loading of these, schedule the truck fleets and schedule the trains, all by a computer system which is a little longer than the length of this room. It is a whole series of computers that are used for one large system of this type, but it makes right-up-to-the-minute changes in the distribution and routing of this.

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The kinds of quesions that all this raises, I think, are very many. All I can say is that I think you ought to realize the change is going to be fundamental. It is going to be great, and obviously we need social innovation to match the technological innovation that is taking place.

The worst thing that could happen would be if the attitude on either the publishers' or the Guild's side was one of holding back in this field, because the needs of the end user, the needs of the private citizen for information, are going to be met by one means or another.

How are the needs of the user met in other industries where industry has preserved archaic methods and has resisted change? What has happened is that the industry is circumvented, and the technology is applied by other people to meet the needs of the end customer.

I think it would be a terrible thing for that to happen in newspapers. You have a microcosm here of the whole national problem, where the national problem is that we have to go very fast with the technology if we are going to stay alive economically in the world, because the rest of the world is applying it very rapidly. This poses a very serious human problem.

You are going to need to have a very carefully planned and a very carefully thought-out approach to the human problem; the publisher should not look at this simply as a way of cutting costs.

The technology provides journalism with brand-new tools, very powerful tools. It is up to journalism to handle these. It is up to the people who are concerned with this industry to apply the tools imaginatively, but don't purely look at these as ways of reducing current operating costs, and don't think that they are going to be used only to reduce current operating costs. They aren't.

They are going to be used to do quite new things, and the human solution that is worked out has to be one which allows for rapid introduction of this technology and the use of it in quite new ways, and this poses very basic problems in the ground rules that are established for handling the human situation, being sure that people aren't hurt; because we can't possibly survive unless we use the technology aggressively, and we don't want to survive if we are not using the technology in a humane manner.

The pioneers at the beginning of the first industrial revolution found the only thing you can be sure of is fundamental change. It is the only thing you can be sure of in this field, and the direction in which it goes is one that depends very much upon your own imagination in how it is applied within this industry and the stand you take as a Guild in relation to this.

Research Gap

Philadelphia, Pa. — Although changes in the newspaper business are coming rapidly, they aren't coming rapidly enough, John Diebold told the Convention automation forum.

"This industry last year spent less than a million dollars on research," he said.

"If you apply the same percentage criteria that you would in other industries, it should have spent about $60 million in research efforts."



PERFECT HOSTS: **Members of the Philadelphia Convention Committee, whose hospitality earned an accolade from delegates, pause for a deep breath just before the beginning of the week's activities. From left, seated, are Ted MacFarland, activities chairman; Bess Eilber, general chairman; Klosta Lawrence, advertising chairman, and Helen Rothbardt, women's activities chairman. Standing, from left, are Michael Casino, local president and Page One editor; Roberta Bailey, convention treasurer; David S. Schick, speakers co-chairman, and Peter Falchetta, art director.**

Philadelphia Amity Brings Glow

Philadelphia, Pa. — For outstanding hospitality extended to its delegates in Philadelphia, the Convention offered its thanks in two resolutions.

One expressed the delegates' appreciation to officials of Philadelphia and Camden and to the civic and business organizations that assisted in arrangements.

The other, directed to the Greater Philadelphia Guild and its convention arrangements committee, headed by Bess Eilber, said:

"Whereas, newspaper people in the City of Brotherly Love apparently take their city's slogan seriously as it relates to the sheltering and entertaining of visitors within their midst, and

"Whereas, the Newspaper Guild of Greater Philadelphia has provided us with an outstanding demonstration of imaginative, generous and efficient hospitality; therefore be it

"Resolved, that the American Newspaper Guild extends to our brothers and sisters in Philadelphia our heartfelt thanks and every assurance that we shall go our respective ways with a warm feeling in our hearts and a good taste in our mouths."

Rosenstock: Publishers . . .

(Continued from Page 6)

ventions be put on an alternate-year basis.

"At the same time," he said, "discussion—not the printed word—has touched on the paid presidency."

Both proposals were greeted with scant enthusiasm at the Toronto Convention in 1956, Rosenstock said, and with even less in a survey on biennial conventions reported to the 1957 Convention.

On the subject of the paid presidency, he said:

"Brother Sam Eubanks, reporting for our committee to the Convention, stated that 'the Guild depends for its existence on the services of individual members willing and able to take office . . . and an unpaid president . . . is in fact an asset in discharging his most important duties. It confers on him an independence which may be invaluable in maintaining a sound administration.'"

Rosenstock reaffirmed his respect for the "dozen and a half able and dedicated paid officers of the Guild" who, he said, provide the union with continuity, a fund of knowledge and know-how.

"The corollary," he emphasized, "is that those same people must recognize—I believe most do recognize—that it is the working people, the volunteers back in all departments of the Guild, who do pay the bills and feel that they want to control the masthead.

"In both, or either of these changes—the biennial convention and the paid presidency—you surrender essential controls and protective balances. It will not enrich you, said the Bard, but makes us poor indeed!

"I hold this position not to enshrine the past but to assure the present and the legacy of the future. I cannot believe—no, I will not believe—that the very potent seek absolute authority!

"I call for mutual respect and due regard for the functions and contributions of both the volunteers and the professionals in the Guild."

In conclusion, Rosenstock, announcing his candidacy for re-election, emphasized the necessity for mutual understanding among the three top officers of their "reciprocal obligations and responsibilities."

"I assure you," he said, "that a narrow constitutional text, empowering the chairman to chair board meetings and conventions and to be a delegate to all fraternal bodies with which the Guild is related, is a blueprint I could no more abide than the Secretary-Treasurer would accept the narrow confines of the language outlining his duties.

"Or in greater degree, would the Executive Vice President be oblivious to the unwritten trilogy of responsibility, obligation and authority that rests in the simple two words—'executive officer.'

"I reject any concept that the unpaid presidency is just a necessary evil in anyone's plans. I have tried to bring to that office some vision, some dignity, some service and some guts.

"I hope that this outline sustains that thesis, and, with your support, we will help to correct the shortcomings."

Farson: Arbitration . . .

(Continued from Page 6)

Guild is faced with still a new challenge—the specter of automation in all departments in Guild jurisdiction.

Announcing that the Guild is undertaking a continuing study of automation and its problems, Farson declared:

"We believe the next ten years will see a revolution in the newspaper industry and we are determined to be prepared to meet the challenge."

Turning to the international field, Farson said the Guild, aided by contributions from foundations, is continuing to meet its obligations in this area.

Through our affiliation with the international and inter-American federations of journalists, he said, we are helping form democratic unions and establish a free press throughout the world.

Changes in Guild headquarters operations are expected to enhance the Guild's ability to give service to its locals, Farson said, particularly in collective bargaining; and other staff changes have increased the flexibility of the Guild Reporter and Research and Information operations.

While the changes have been in effect only a short time, he said, "we have been very encouraged by the results so far."

Calling on the delegates to go about the work of the Convention with one goal uppermost in mind—the betterment of working conditions for all the Guild's people—Farson stressed that "this goal will not be reached with high-sounding declarations at annual conventions. It must be worked for throughout the days and months that elapse between these yearly meetings."

Perlik: Strengthening . . .

(Continued from Page 6)

per capita increase for the fund, Perlik said:

"Last year's decision was long-range planning; it completely ignored the possible crisis just over the horizon three-and-a-half months away from the adjournment of the convention."

Perlik called for an increased assessment schedule both to improve the Defense Fund's capabilities and to relieve present inequities under which a member earning $100 a week pays the same assessment as one earning $200.

With an increase in assessment authority to a more realistic level, he said, "we ought to be able to assume the payment of benefits supplemental to unemployment compensation, which our policy presumes and which our empty bank balances forced us to ignore this past winter."

An increased assessment schedule also, he said, "should enable us to look earnestly and hopefully at the possibility of an increased benefit schedule, long desired by everyone who ever has been associated with a strike."

"The publishers are watching how we respond to the past year's events," Perlik concluded. "They are watching for signs of weakness and, equally important, for signs of timidity.

"They know the past winter strained our structure at the seams, but they also know it did not break. Let's not give them any reason to believe we're less strong now than we were then."



'WHEREAS': **Thirteen resolutions came before the Convention as a result of the deliberations of the Resolutions Committee, above. Chairman was Barney Peterson of the San Francisco-Oakland Guild (seated at head of table). Other Convention business committees were Credentials, chaired by Robert Zouka of Chicago, and Rules, headed by Mortimer Carpenter of Buffalo.**

Craft Lines

Philadelphia, Pa.—ANG President Arthur Rosenstock made sure he wasn't infringing on another union's jurisdiction during the ceremonies honoring former President Joseph F. Collis at the Convention banquet.

Collis and his wife had just received presentations from ANG officers when the New York delegation struck up the refrain of "For He's A Jolly Good Fellow."

Rosenstock, at the podium, began to wave his arms to conduct the singing, then turned to conductor Eugene Ormandy, seated nearby.

"May I?" he asked.

Tragedy Hits Families of 2 Delegates

Philadelphia, Pa. — One Convention delegate was prevented from attending and another was delayed when tragedy and near-tragedy struck their families.

Robert Fay, 19, son of Thomas J. Fay, first vice president of the New York Guild, was drowned July 4 when he tried to retrieve an oar while boating with two companions on Lake Ronkonkoma, L. I.

Army Pfc. David Monroe, 20, son of Harris Monroe, administrative officer of the Washington Guild, was seriously injured the same week in a head-on auto collision near Vicenza, Italy.

Fay did not attend the Convention. Monroe arrived late on the opening day after learning that his son was reported out of danger in a NATO hospital at Vicenza.

Pact Ratified In Boston

Boston, Mass. — **The Herald-Traveler Unit of the Boston Guild has voted 120 to 53 to ratify a new contract providing general increases up to $8.50 over two years, retroactive to Jan. 1.**

The contract, signed July 16, also provides for increases of up to $14.50 in minimums, a fourth week's vacation after 15 years and elimination of a checkoff-escape clause.

The unit's vote was to ratify rather than to return the contract to a three-man panel of arbitrators headed by Theodore W. Kheel. The panel had held a preliminary hearing before the settlement was negotiated.

The Boston Typographical Union has also voted to accept a two-year, $8.50-increase contract with Boston's three daily newspaper companies.

Guild Files in Santa Barbara

Santa Barbara, Calif. — The Los Angeles Guild is seeking bargaining rights on behalf of 27 editorial department employes of the Santa Barbara News-Press.

The National Labor Relations Board has scheduled a hearing July 30 to determine the appropriate unit.

Thomas M. Storke, owner and publisher, who won a Pulitzer prize in 1962 for editorials exposing the John Birch Society, has refused a consent election.

Loel Schrader, International Representative, has been conducting the organizing drive on behalf of the Los Angeles Guild.

IT SEEMS TO US

Shelton Column On Court Criticized As 'Idolatrous'

BUFFALO, N.Y.

Editor: Can't the Guild Reporter produce a more intellectually-advanced or at least a more informative column on Washington than that put out by Willard Shelton?

His idolatrous account in the June 7 issue of the doings of Douglas and Warren on the Supreme Court added nothing to our knowledge of how goes the newspaper game in the most important city in the world.

And, concerning Shelton's charge that the court has failed to clamp down on congressional committees, I object to the latest organized thrust against freedom in this country: The mounting attack against Congress, particularly the Senate.

TOM O'GRADY
Buffalo Guild

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

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



JULY 20, 1963, PAGE 9:

SOURCE-OF-NEWS DECISION UPHOLDS NEWSMEN

In a precedent-making decision, Pennsylvania's Supreme Court upheld a newsman's right to shield his sources of information—persons or documents alike. Nothing brings together all factions and phases of the newspaper industry as much as a threat to press freedom, and E&P covers each of these important stories in detail—wherever and whenever the stories break.

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EDITORIAL

'A Program Of Action'

There could have been no more appropriate occasion than the American Newspaper Guild's 30th Annual Convention for the Guild to take a bold step forward in its campaign for human rights.

The Guild, unlike some unions and other membership organizations whose policies are currently the target of civil-rights demonstrations, has never been open to charges of discrimination. The celebrated "Heywood Broun Clause" in its Constitution has barred discrimination because of race, or other reasons, from the time of its founding.

The Guild has not been content to let matters go at that. It has actively sought to include anti-discrimination clauses in its contracts and has fostered a human rights program aimed at putting its ideals into practice.

But this, in the year of the great upsurge to eliminate racial barriers in every field of national life, is no longer enough—and the Convention did not fail to recognize this fact.

It set forth a program designed to match the dedication and courage shown by those fighters for civil rights across our land who have evinced their determination to take nothing short of full equality for an answer.

It served notice that the Guild will not be content to present anti-discrimination clauses and then sit quietly by when publishers brush them aside as unnecessary or unwarranted. Nor will it be satisfied with high-sounding declarations, voiced on holiday occasions but ignored when it becomes time to hire and promote.

The Convention has called for meetings with publisher representatives on the national level to draft "a program of action" that will translate these professions of democracy into reality.

It has called for similar meetings on the local level to discuss ways and means of putting this program into operation.

And, not unmindful of the reception that such a proposal may receive from many publishers, it has recommended that, when necessary, Guild locals enlist the support of the public through informational picket lines and peaceful demonstrations.

This is not a path embarked on lightly. Resistance there most certainly will be. But the Guild could hardly do less today and still regard itself with an untroubled conscience as a defender of those who are denied elementary human rights.

The Convention has acquitted itself with honor—but its action in doing so should not be the occasion for mere self-congratulation. Only the first step has been taken.

The time for satisfaction will come only when the door of the last newspaper plant has been opened to all job applicants, without discrimination of any kind.

It will come only when the last Southern newspaper has abolished Negro departments publishing "Negro news" for Negro readers, when the last Northern paper has removed the less visible but no less real barriers against the employment not only of Negroes but members of other minority groups as well.

To this goal the Guild has now pledged itself. It is a pledge those who made it mean to keep.

The Guild Reporter

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DATELINE: WASHINGTON

Rockefeller's Civil Rights Push Embarrasses Democrats



By WILLARD SHELTON, *Washington Guild*

The net result of the 55th annual Governors' Conference in Miami Beach was to make it clear that Gov. Rockefeller of New York is a powerful and determined candidate for the Republican presidential nomination next year and that nobody else is going to win the prize by default—not Sen. Goldwater or any other aspirant.

The bemused observer of these conferences of state chief executives sometimes gets the feeling he is dwelling in Never-Never Land.

There is an almost desperate pretense that the conference is organized to discuss "mutual state problems" in a vacuum, throwing party labels out the window and acting in the most earnest unreality about such subjects as state-federal relations.

There is the doctrine, expressed both openly and in private, that any attempt to discuss controversial subjects will "break up and destroy" the Conference per se.

The essence of politics is controversy, and the governors of the states could not find many subjects worth talking about that do not involve deeply rooted conflicts of opinion.

Rockefeller wanted to discuss civil rights. He presented a proposed resolution through the orderly machinery of the conference, turning it in as required 30 days in advance. The scramble of the Democratic majority of governors to avoid giving him much satisfaction on the issue, or specific language he could point to as his own, took on the appearance of swift flight.

They killed his proposed resolution by the device of killing the conference's Committee on Resolutions in toto, thus eliminating consideration of 68 other proposed resolutions on a variety of subjects. In the end, they had to give him the substance, if not the form, of what he had demanded.

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Democrats and Republicans on the executive committee of the conference operated at first on the theory that if they ignored the subject of civil rights, the issue would go away. But Rockefeller, backed powerfully by the able Gov. Hatfield of Oregon and aided directly by GOP National Committee Chairman William Miller, pulled all 15 of the Republicans present into a unified group.

Even Gov. Fannin of Arizona, a Goldwater protege who clearly hoped to make hay for his state's senator, stopped talking about the serious threat to states' rights involved in President Kennedy's proposals and signed the Republican statement demanding that the Conference give its members a chance to "stand up and be counted."

The majority Democrats—there were 34 of them from the states plus four more from the territories—apparently thought it necessary at first to avoid advertising the intraparty split between Northerners and Southerners.

The theory behind this was baffling to most of the couple of hundred reporters swirling about the corridors and conference rooms. The North-South split is well known; it exists in Congress and in Democratic national conventions every four years. It was ludicrous for Democratic leaders to imagine they could conceal it in the Governors' Conference.

Scheduled for action before the conference was a report from a standing committee on welfare legislation. This inevitably invited attention to such national issues as medicare—a controversial subject.

A report was due on what is called intergovernmental relations, which invited attention to the federal budget and federal tax sources. It too, is a controversial subject.

A Governor's Conference trying to avoid controversy would be digging itself into a cave.

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When Vice President Johnson came down for the major banquet speech, the circumstances took on the appearance of a salvage operation.

There is no reason to doubt Johnson's commitment to civil rights, and he spoke fine, brave words.

"Our foremost challenge" he said, "is to face and dispose of the problem of human rights, which has burdened and compromised our society for 100 years—the problem of the inequality of our Negro citizens."

In the meantime, Rockefeller had held the national news spot light for four or five days, claiming in the end that events had projected the Republican Party as the "party of civil rights." It is a big broad claim, considering that GOP leaders in the Senate have not made up their minds on the President's program.

But Rockefeller's activities here had the effect, as well, of holding the GOP's feet to the fire. Do the Republicans in Congress, facing their nominating convention next year, want to repudiate what the party's possible nominee so insistently championed?

Members of Rockefeller's staff doubt that the governor has yet made a total emotional commitment to run for the presidency. But one of them remarked: "If I didn't think he would run, why would I be hanging around?"

Eisen, Davis Appointed To New GR, R&I Posts

David J. Eisen, who had been assistant editor of the Guild Reporter, has been appointed to the new position of associate editor.

Eisen's appointment was announced this week by Ellis T. Baker, editor of the GR and director of Research & Information. At the same time, Baker announced the appointment of Richard P. Davis to the new position of associate R&I director.

Baker explained that the new positions reflect increased responsibilities which attach to the jobs now that the two departments have been placed under common supervision. In the past, the GR has had an assistant editor and R&I an assistant director.

Eisen was appointed to the ANG staff as assistant R&I director a year and a-half ago. A former secretary of the North Jersey Guild, he was City Hall reporter and political columnist for the Daily Journal in Elizabeth, N. J.

Davis was an ANG international affairs representative, assigned to Latin America, until June. He is a former president of the Baltimore Guild and served as an ANG vice president from 1959 to 1961.

Both Davis and Eisen are former winners of the Guild's Wilbur E. Bade Award for outstanding local service.