

200 Guildsmen Join March On Washington

Locals Hoist ANG Banner For Equality

More than 200 Guildsmen joined 200,000 other civil-rights advocates who marched on Washington Aug. 28 in the largest demonstration ever witnessed in the nation's capital.

They were among more than 50,000 members of 31 unions who turned out to demonstrate support for ending discrimination in every aspect of the nation's life.

The largest Guild contingent marched under the New York Local banner. Eighty-two members led by Joseph Eisenberg and Frank Irwin of the New York Times Unit and Leonard Weeks of Consumer Reports came in two buses of a 50-bus UAW caravan.

A carload of North Jersey Guildsmen headed by Barbara Finkelstein, local secretary, joined the marchers from ANG headquarters behind a big ANG banner carried by Secretary-Treasurer

Additional Civil Rights Story, Pictures . . . Page 5

Charles A. Perlik and Research and Information Director Ellis T. Baker, who is in charge of the Guild's human-rights program.

The headquarters group and the Washington Guild delegation met at the AFL-CIO Building and marched, 75 strong, to the Ellipse in back of the White House to rendezvous with Guild delegations from other cities.

But the rendezvous never took place. As the crowd grew with the unloading of 21 special trains and 16 regular ones, along with 1,514 buses, the party gave up all hope of being able to locate the other delegations.

M. Michael Potoker, the New York Guild's secretary-treasurer, who had joined the Washington party after arriving ahead of his delegation, found, when it was all over, that he had been separated from his New Yorkers by only one block—and 50,000 people.

Exactly how many Guildsmen joined the march will never be known. Daniel Ingram, march coordinator for the Washington Guild, said scores of Washington Guild members were marching with civil-rights groups.

Here and there Guildsmen were spotted under the banners of the NAACP, CORE, the Urban League and other groups.

Among Philadelphia Guilds—(Continued on Page 5)

IEB Ballots Go Out To 28,000 Voters

Approximately 28,000 Guild members will be eligible to vote in the Sept. 16-20 election for six ANG at-large vice presidents.

The International Election and Referendum Committee, meeting in Washington Aug. 31, certified a list of 27,945 eligible voters, based on good-standing as of Aug. 15.

Seven candidates—Jack Dobson of Toronto, Michael Mastrullo of Cincinnati, George W. Muldowney of Wire Service, Kenneth E. Rieger of Toledo, Marshall W. Schiewe of Chicago, Noel Wical of Cleveland, and Harvey H. Wing of San Francisco-Oakland—are running for the six posts.



Alabama Strike Achieves Pay Increases Up To \$36



Vol. XXX, No. 18 Washington, D. C. 1126 14th St. N.W. Washington, D. C. 20004 Sept. 13, 1963

Cleveland Unit Backs ITU Walkout For Recognition At Negro Weekly

Cleveland, Ohio—The Cleveland Guild's newest unit is observing an ITU picket line at the Call & Post, a Negro weekly published by William O. Walker, Ohio's industrial relations director.

The Guild and the ITU have agreed not to return to work until each union wins an initial contract.

The ITU struck the Call & Post Aug. 27 after management refused to recognize it as bargain-

ing agent for 30 mechanical employees. The Guild, which has been conducting an organizing drive in the editorial department, promptly voted to honor the picket line.

Four hundred Cleveland AFL-CIO Federation of Labor delegates voted Sept. 11 to ask Gov. James Rhodes to remove Walker as industrial relations director because of his anti-union stand.

And yesterday the AFL-CIO's regional office stepped in to sign up three of four drivers who had been sent back to work by the Teamsters. The drivers resumed observance of the picket line, crippling circulation of this week's issue.

The Call & Post, which has a circulation of more than 40,000, published an eight-page edition at the nonunion Berea News plant the first week of the strike, then switched to a publishing plant 160 miles away in Brownsville, Pa., for a close-to-normal 32-page issue last week.

The ITU sent pickets to Brownsville this week, but the Call & Post switched back to printing at the Berea News, which is returning a service the Call & Post performed for it during an ITU strike several years ago.

The Guild, which has set up joint strike headquarters with the ITU, filed a representation petition with the NLRB last week. It presented signed cards from eight of nine editorial employees.

Four drivers signed up by the Teamsters Union on the first day of the strike observed the picket line initially. But they went back to work early last week on instructions from Business Agent Anthony DePalma.

Management officials met with Guild and ITU representatives Sept. 10 for the first time since the strike began but said they

(Continued on Page 2)

Farson Cites World Impact Of Bias Fight

Brighton, England—The United States' position of world leadership gives "international impact" to the civil rights struggle, ANG Executive Vice President William J. Farson told the British Trades Union Congress last week.

Farson, one of two fraternal delegates sent to the TUC's annual conference by the AFL-CIO, said the American labor movement is playing a leading role in helping to eliminate all forms of discrimination.

He declared that "the AFL-CIO is in the forefront of the struggle to make our international image completely conform to the undying egalitarian heritage of

(Continued on Page 2)

Walkout Ends In Initial Pact At Tri-Cities

Florence, Ala.—A 23-day strike by the Memphis Guild against three Northern Alabama papers has won an initial contract awarding increases of up to \$36 a week in basic pay.

The Guild's first Southern strike in 13 years ended Sept. 1 when the 43-member Tri-Cities Unit ratified terms of a settlement with the Florence Times, the Tri-Cities Daily and the weekly Standard & Times. Publication was resumed Sept. 4.

Agreement was reached in three days of intensive negotiations after publisher Richard N. Hammel took over the reins of the company bargaining team.

Until then, the chief company spokesman had been a representative of the Southeastern Employers Service Corp., which union sources said has devoted much of its efforts to helping Southern employers defeat union organizing campaigns.

While the company made no effort to publish during the strike, it pooled bicycle and motor-route carriers at one point to see if they were willing to distribute papers brought in from one of two affiliated plants in Jasper, Ala., and Corinth, Miss. Many flatly refused.

The two-year contract, expiring Sept. 1, 1965, awards substantial wage increases all along the line.

Display salesmen, whose highest basic pay was \$108, will receive \$124 now and \$130 in two jumps to be completed March 3, 1965.

Reporters, whose highest pay was \$84, will receive \$120 at once and \$125 after the March 1965 jump, as will desk men and photographers.

A maintenance utility man, who formerly earned \$48, will receive \$65, rising to \$70 by March 1965.

Other top minimums that will

(Continued on Page 6)

Labor Briefs

The National Right to Work Committee, spearhead of the campaign for state laws banning the union shop, is in trouble with the federal government.

The Bureau of Labor-Management Reports has ruled that the committee is in violation of the Landrum-Griffin Law as a result of failing to file a report form as a management consultant.

The committee is resisting the ruling, but the Labor Department has threatened to take the case to court if the committee fails to comply.

The cost of living reached an all-time high in July, the Labor Department has announced, climbing a half point to 107.1. At the same time, net spendable earnings of production workers dropped 40 cents a week.

The July cost-of-living increase combined with a rise of .4 of one percent in June to produce the sharpest two-month increase in four years. The July index was 1.5 percent higher than a year ago.

Five unions on strike for six months against the Kingsport (Tenn.) Press have launched a boycott drive against the company, the nation's largest printer of hard-cover books.

The campaign was opened with the appearance of informational pickets outside the Field Enterprises Educational Corp. office in Chicago. Field, which publishes the World Book Encyclopedia, has continued to send work to the Kingsport plant, which is being operated with strikebreakers.

Sixteen-hundred workers are on strike for higher wages at Kingsport, whose management has insisted that strikebreakers permanently replace the strikers.

The National Labor Relations Board has ruled that a company can't drop a long-standing Christmas bonus without bargaining over it.

The NLRB ordered the General Telephone Co. of Florida to pay \$40,000 in skipped bonuses for 1961 and 1962, including six percent interest. The company had dropped the bonus unilaterally after 30 years.

The number of workers involved in strikes beginning in the first half of 1963 was the lowest for any comparable period since World War II, according to Labor Department figures.

A total of 1,890 stoppages involving 540,000 workers started during the first six months of the year. Strike idleness accounted for .16 percent of estimated working time, the same ratio as in 1962 and lower than that for all but three postwar years.

LOS ANGELES NEWSPAPER GUILD

Seeks Administrative Officer. Must be experienced in contract negotiations and handling grievances. Position appointive. Salary open. Liberal severance, vacation, sick leave and health insurance benefits. Applicants should send complete personal and experience resume to Los Angeles Newspaper Guild, 920 W. Olympic Blvd., Los Angeles 15, Calif. Inquiries will be kept confidential.

New Cleveland Unit Supports ITU Walkout

(Continued from Page 1)

would refuse to recognize either union pending NLRB proceedings.

The ITU filed a representation petition with the board this week. The Photo-Engravers Union submitted a rival petition covering Call & Post employees it claimed are within its jurisdiction.

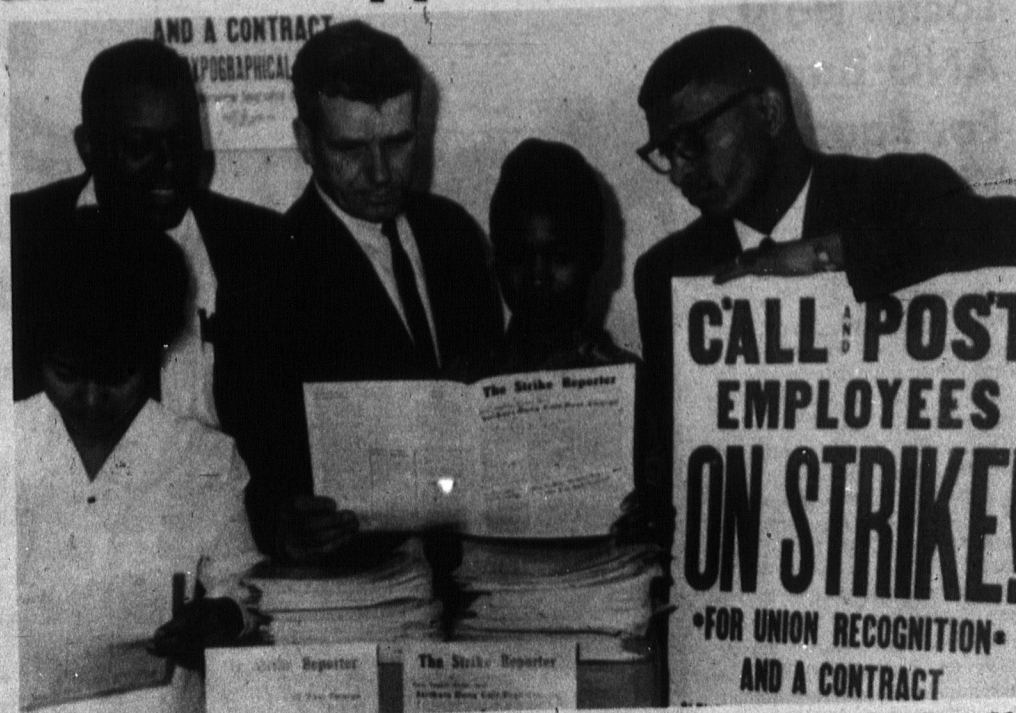
The NLRB has called a hearing for Sept. 19 on the Guild's petition. Management is seeking to include seven employees of the Call & Post's Cincinnati and Columbus offices in the bargaining unit.

Twenty-six ITU members walked off the job after an impromptu press-room meeting at which Harry Alexander, the Call & Post's business manager, reiterated his refusal to recognize the union.

Newell Frizell, Cleveland ITU president, termed it "a shocking example that a member of Gov. Rhodes' cabinet has refused to acknowledge the legitimate pleas of his employees to be represented by a union."

The ITU and the Guild collaborated in producing an informational flyer distributed last week at outlets where the Call & Post is sold.

The flyer challenged a front-page editorial in which the Call & Post accused the unions of attempting to "kill" the paper. It pointed out that many Call & Post employees take home less than \$40 a week and that some have been



HELPING HAND: Guild members supporting striking printers at the Cleveland Call & Post help turn out the Strike Reporter, a flyer presenting the strikers' story.

Looking it over are, left to right, Effe Burns, Maurice White, unit chairman; Jack Weir, vice president of the Cleveland Guild; Mae Gillis, unit secretary, and Lenice Watkins, vice chairman.

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Farson Cites Impact of Bias Fight At TUC Parley

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our past and to the generous social instincts and beliefs of the overwhelming majority of our population.

"We do this not because of expediency or tactic but because it is right and because we believe in human equality."

Farson, citing the AFL-CIO's support of the nuclear test-ban treaty, termed it "a step in the right direction, a step toward peace."

"On the other hand," he declared, "it does not mean that we reduce our vigilance or our insistence that over-all disarmament cannot be achieved except on the basis of strict international inspection and effective control."

"We do not believe that peace can be secured by unilateral disarmament or by disarmament

treaties which carry no adequate controls to insure adherence to terms. The transparent record of broken promises in the past makes this, in our eyes, a necessity."

Farson cited the U.S. foreign-aid program as testimony to "the determination and readiness of the American people to preserve freedom in the world and to help promote the economic well-being

and social progress of the free-world countries."

"No price tag can be placed upon freedom," he asserted. "We value it above all else."

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"We cannot wipe away the record of the past," he declared, "but we can—and we will—see to it that the future will be different."

DeAndrade, who also represented the AFL-CIO as a fraternal delegate, noted that he and Farson had "walked the picket lines together" frequently during the past year.

"Because some of these strikes caused a degree of public inconvenience," he said, "there has been a great deal of loose talk in the United States about the 'breakdown in collective bargaining.'"

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ON HIS RECORD!
CONTINUE ANG PROGRESS
VOTE FOR HARVEY H. WING,
VICE-PRESIDENT AT LARGE

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Printed in U.S.A. Second-class postage paid at Washington, D. C., and at additional mailing offices. Issued twice monthly at 1100 16th St., N.W., Washington, D. C. 20005. Subscription, \$3 a year. Return requested.

Success Found For Bargaining

Collective bargaining is doing much better than the public seems to believe, according to the 12-member National Labor-Management Panel named by President Kennedy to advise the Federal Mediation and Conciliation Service.

The panel agreed that public attention is more often focused on bargaining failures than on successes.

"Our objective is to reduce the number of failures," said William E. Simkin, Mediation Service director, "but the failures should not hide the considerably greater frequency of bargaining successes."

The panel will not participate formally in bargaining disputes, although Simkin indicated he may ask members to assist behind the scenes.

Highest Minimums Climb \$10.75 In 1st Year Of Minneapolis Pact

Minneapolis, Minn.—A modified Guild shop and wage increases ranging from \$2 to \$10.75 are included in a new contract at the Minneapolis Star and Tribune.

The contract is for two years, with a wage reopener after one year. The wage reopener is subject to binding arbitration after 60 days of negotiation.

Final settlement was reached in 40 hours of negotiation over a three-day period after the unit had voted 141-29 to authorize the local strike-policy committee to call a strike. A federal mediator had been called in.

The reporter classification is increased \$5 on the dayside and \$5.38 on the nightside in all years of the step-ups, with a new dayside top minimum of \$155. There is a \$10 increase for 16 higher classification jobs, with the increase in this category \$10.75 on the nightside. The top dayside minimum in the contract is \$175 for subeditors and department heads.

Circulation district managers and promotion artists also receive \$5 increases, with the raises graduated down to \$2 for copyboys.

The union-security improvement includes a union shop for present members and four out of five newly hired persons in circulation and promotion categories. Maintenance of membership continues for all jobs not covered by the new union-shop provisions.

Other contract improvements: An increase in severance pay

of three weeks, bringing the ceiling to 38 weeks.

A \$2.50 increase in the minimum weekly car-expense allowance, raising it to \$12.50.

A provision bringing Sunday work in circulation, formerly handled as part of the regular work week, under overtime coverage.

A side agreement allows up to 30 employees to engage in outside activities during any mechanical union strike that shuts the papers. The Guild sought liberalization of the outside-activities clause as a result of controversy that arose during a 1962 strike by mechanical unions.

Toronto Star Pensions Improved In New Plan

Toronto, Ont.—Increased benefits and a reduction in retirement age from 70 to 65 are major features of a revised pension plan negotiated between the Toronto Guild and the Toronto Star.

The new plan allows employees working beyond retirement age to continue to accrue pension benefits with no maximum limit. Under the old plan, pensions were limited to 60 percent of base salaries.

Benefits will be increased to 134 percent of actual earnings times the employee's years of service for contributing employees and 74 percent for noncontributors. The old rates were 114 percent and 34 percent, respectively, based on average earnings over the employee's final ten years.

Other highlights of the new plan:

Beneficiaries of an employee who dies before retirement will receive his contributions with 3 1/2 percent interest, up from 3 percent.

A beneficiary entitled to lump-sum withdrawal of that amount may choose to accept an actuarially equivalent pension for his lifetime.

\$2.50-\$6 Pay Increases Negotiated In Norfolk

Norfolk, Va.—Increases of \$2.50 to \$6 in wage minimums are provided in a new one-year contract between the Norfolk Virginian-Pilot and the Hampton Roads Guild.

Minimums for reporters, desk men and photographers are raised \$4 to \$50 at the bottom and \$136 at the top after six years. All minimums go up \$6 for the society editor, women's news and limited-assignment reporters, and touch artists; whose starting pay is now \$72 and whose top is \$124.

Clerks, up \$2.50, start at \$53.50 with a top of \$71.50.

Photo and editorial assistants are up \$2.50, starting at \$52.50 with a top of \$67.50. Copy boys are up \$4 a week to \$1.25 an hour, conforming with new minimums under the wage-hour law.

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Newspaper-Broadcasting Tie Seen Threat To Diversity, Competition

Lincoln, Neb.—Lee Loevinger, President Kennedy's newest appointee to the Federal Communications Commission, believes newspaper publishers should generally not own radio or television stations if news-media competition is to be preserved.

Loevinger, addressing the annual meeting of the Association for Education in Journalism here, warned that "the growing concentration of control . . . among all the mass media is cause for grave concern."

Loevinger said he would consider newspaper ownership or affiliation "a substantial negative factor in determining qualification for a broadcast license."

Urging greater separation between newspapers and broadcasting facilities all along the line, the commissioner suggested that broadcasters establish their own

news service, divorcing themselves from AP and UPI.

The two wire services, he said, "are, must and should be devoted primarily to serving newspapers."

(Officials of AP and UPI promptly took issue with Loevinger.

(Mims Thomson, president of UPI, replied that the establishment of an independent broadcast news association would "simply weaken the existing major news agencies and damage all forms of news communications."

An AP spokesman said Loevinger ignored the fact that AP special circuits carry news and feature material tailored to broadcasting needs.)

Loevinger, who headed the Justice Department's Antitrust Division before his appointment to the FCC, reported that there has been "widespread and vociferous complaint among broadcasters" about both AP and UPI.

Loevinger declared that "it is

Slogans Can't Replace
GUILD SERVICE
RE-ELECT
MARSH
of Chicago
(Sponsored by Guildmen for Schlowsky)

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PARADE QUEEN: Michele Evans of the New York Guild, selected as Miss Union Maid of 1963 in a contest sponsored by the Greater New York Union Labor and Service Trades Council, rides in splendor in New York's Labor Day parade. Miss Evans, a secretary at the New York Times, is also a member of Actors Equity and the Screen Actors Guild.

A Tactic Backfires

Anti-Guild Drive Fails In Paterson

Paterson, N.J.—An anti-Guild drive by the Paterson Morning Call has backfired in the wake of a strike threat and a strong Guild showing in an NLRB election to revoke a Guild shop.

A complex series of management moves and Guild counteractions ended this week with the Call's agreement to restore three penalized employees to their jobs. The unit had voted to seek authorization for a strike ballot if they were not restored.

Earlier, a petition seeking to revoke the North Jersey Guild's authority for a union shop at the Call was withdrawn by its sponsor after an NLRB election in which the Guild led, 4-2, with 16 votes challenged.

The union-shop election, held after a previous decertification petition was dismissed as untimely, was held Aug. 29. Management challenged nine votes; the Guild, seven.

The next day, the Call acted against three employees known to have voted for the Guild. It fired one, demoted the second from society editor to suburban reporter

and transferred the third, a night-side reporter who works days for the Post Office, to the day shift.

The Call Unit voted a week later to seek authorization to take a strike vote if the actions were not rescinded. Meanwhile, three unit members filed charges against the sponsor of the anti-Guild petition and two other Guild members associated with the move, accusing them of violating the ANG constitution.



FRONT-LINE VISIT: ANG Vice President Harvey H. Wing, third from right, inspects the Munich control room of Radio Free Europe, which beams broadcasts behind

the Iron Curtain. With him are Mrs. Wing and George Bohusz, right, chairman of the New York Guild's Free Europe group in Munich. Wing visited the station on a tour of Europe last month.

Hawaii Free Rider's \$500 Gift Highlights Strike Contributions

Honolulu, Hawaii—A \$500 donation by the only non-Guild member of the Honolulu Star-Bulletin's editorial staff was among more than \$9,000 in contributions received by the Hawaii Guild during the 44-day Honolulu newspaper strike ending last month.

The contribution was made by Paul W. Lovinger in the form of supermarket food certificates. He asked the Guild to give \$10 certificates to each of his colleagues in the Star-Bulletin editorial department and to distribute the rest to the neediest strikers.

Lovinger estimated that the \$500 in certificates was approximately the equivalent of the dues and assessments he would have paid to the Guild during his four years on the Star-Bulletin.

Lovinger, in a letter accompanying the contribution, explained that he had "postponed joining the Guild" pending "implementation" of two of the ANG's constitutional objectives: To guarantee honesty in the news and raise the standards of journalism.

Lovinger said the Guild has accomplished its first objective—advancing the economic interests of its members—"wonderfully" in the 30 years since its foundation.

"I feel that the Guild should now turn its attention to the second and third objectives as well," he wrote, "and bring the matters of honesty, standards and ethics

Accord Reached At Print Shops

Honolulu, Hawaii—The last echoes of the 44-day Honolulu newspaper strike faded last week as management and the ITU reached agreement on a contract covering commercial-printing employees of the Honolulu Star-Bulletin and the Honolulu Advertiser.

Negotiations on a shorter week for ITU employees at the two printing plants continued to snag a settlement after newspaper unions reached an accord ending the strike Aug. 3. But employees at the two shops went back to work while negotiations proceeded.

Last week the ITU agreed to give up its demand for a 35-hour week in return for the granting of wash-up time.

to the collective-bargaining table.

Other strike contributions included \$1,500 from the San Francisco-Oakland Guild. The complete list of donations is as follows:

Don Bennett	\$ 100.00
Yoshio Nakamura	10.00
Masato Doi	10.00
Edward G. Rohrbaugh	25.00
Gordon Sakamoto	10.00
Los Angeles Guild	500.00
Chicago Guild	175.00
Boston Guild	100.00
San Diego Guild	200.00
Seattle-Tacoma Guild	600.00
Harris J. Monroe Jr.	50.00
Midco Atlantic District Council	100.00
TOTAL	\$4,734.21

Among Ourselves

M. Michael Potoker, secretary-treasurer of the New York Guild, has been named "man of the year" by Newspaper Lodge 2100 of B'nai B'rith. A testimonial luncheon for Potoker will be held Sept. 15 in New York.

Robert A. Holley, former first vice president of the Portland (Ore.) Guild, has been named an information specialist with the Department of Agriculture's Farmers' Home Administration.

Homer Clents of Knoxville, president of the Southern District Council, received a special citation from the Education Writers Association for his coverage of education in the News-Sentinel

last year. Richard Kleiman and Herm Sittard, Twin Cities Guildsmen, were given honorable mention for their work in the Minneapolis Tribune.

Manny Suarez, former president of the Puerto Rico Guild, has been named magazine editor of the San Juan's Star's new Sunday edition. Horst Buchholz, first chairman of the Star Unit, has been named business editor.

Edward Edelson, a New York World-Telegram & Sun reporter, and Joan Holobon, medical writer for the Toronto Globe & Mail, have been appointed Advanced Science Writing Fellows at Columbia's Graduate School of

Journalism. The program is designed "to develop skilled and responsible interpreters of science."

Henry J. Sherlock, former Pawtucket Guild president, is assistant to the Rhode Island state director of public works.

In addition to his other duties, he serves as chief of information and public relations.

Angelo Cohn, former president of the Twin Cities Guild, is the author of "Careers With Foreign Languages," an employment-opportunities guide to be published in October. Cohn, who has written and edited a number of books for adults and children, is an editor of University of Minnesota publications.

Organizing

Brooklyn Eagle Cited In NLRB Complaint

New York City—The National Labor Relations Board has issued a complaint against the Brooklyn Eagle on an unfair labor-practice charge brought by the New York Guild.

The Guild accused Eagle management of firing copy reader William Berry May 10, four days after he spoke in favor of the Guild at a meeting of Eagle employees.

About 50 employees attended the meeting, which was called to consider the formation of an independent union. A Guild representative also addressed the meeting.

The NLRB complaint charged Eagle management with participating in meetings of the independent union, directing employees to attend the meetings and allowing the independent to conduct union business on company time.

The Eagle, revived last October, has been suspended since June 29 when it was struck by the Newspaper and Mail Deliverers' Union. The strike was settled late in July, but the paper has gone into involuntary bankruptcy.

Publisher Shuns Stand In Oakville Proceeding

Toronto, Ont.—A publisher who had plenty to say when his employees contacted the Guild did not talking at an Ontario Labour Relations Board hearing held to investigate the results of his loose tongue.

W. D. Cotton, publisher and general manager of the Oakville Daily Journal-Record, a Thomson newspaper, was not called to testify by his attorney about the "talk" he had with employees the day after they met with a Toronto Guild organizer.

He sat mute throughout testimony by Journal-Record reporter Brian Hay that the publisher had threatened to "lock the door and throw away the key" if the Guild succeeded in organizing employees at Oakville, 30 miles west of

Toronto. Hay said a "staff meeting" was called by Cotton on July 15, the day after a meeting with Toronto Guild Representative Tom Shiers.

The only company witness evidence. Reporter George Harry Lagan stated that Cotton had indeed predicted that if the Guild were successful in getting certified at the nearby Oshawa Times, another Thomson paper, it would undoubtedly lead to a strike.

The Ontario Board has been asked to grant the Toronto Guild permission to prosecute the Journal-Record on an unfair labor-practices charge.

Knoxville Guild Files New Petition For 26

Knoxville, Tenn.—The Knoxville Guild this week filed a new petition with the National Labor Relations Board to obtain representation rights for a unit of 26 employees at the Knoxville News-Sentinel.

Petitions filed three weeks ago by the Guild were dismissed by the NLRB regional director, who held that two units sought by the Guild were not appropriate.

The employees for whom representation rights are being sought include 20 maintenance employees—including janitors, machinists and electricians—a metal melder and five paper-handlers.

Globe & Mail Plea Spurned By Board

Toronto, Ont.—The Ontario Labour Relations Board has rejected the Toronto Globe & Mail's plea that it reconsider a decision certifying the Toronto Guild as bargaining agent for 36 inside circulation employees.

The board said management's request for a representation election merely repeated arguments advanced at a prior hearing. The Guild had submitted evidence of membership for 63 percent of the employees involved.

NLRB Orders Film Daily To Bargain With Guild

The National Labor Relations Board has ordered the publisher of Film Daily, a motion-picture trade journal published in New York City, to bargain for an initial contract with the New York Guild.

The company, Wid's Films and Film Folk Inc., agreed to a consent decree last month and has held two negotiating sessions with the Guild, ending four months of refusing to bargain.

The Guild won a representation

Re-elect KEN RIEGER Vice President at Large

Recognized for Trade Union activities
Interested in Guild progress
Experienced (four years on IEB)
Guild Local officer nearly 20 years
Eager to know your problems
Ready to serve ALL Guild members



Washington Rally In Retrospect

'No One Who Marched There Will Ever Forget It'

By DAVID GRAEME
New York Times Unit

"It was the most inspiring event I ever took part in," said Frank Irwin of the New York Guild. "No one who was there will ever forget it."

He keyed the feeling of everyone who participated in the Aug. 28 March on Washington for Jobs and Freedom. Every person who took the time to display his faith in the fervent fight for civil rights knew that on that day he had been a segment of history.

At 4:30 a.m. 82 New York Guild members stepped into two chartered buses in front of Guild headquarters and headed for the Washington demonstration as part of a 50-bus UAW caravan. They were led by co-captains Irwin and Joseph Eisenberg of the Times and Leonard Weeks of Consumer Reports.

Most were groggy at the early morning hour, but others had stayed up all night, excited at the coming event.

As we rolled along the New Jersey Turnpike, most of us drifted into fitful sleep. When I awoke, we were in the slums of the Negro section of Washington.

The houses appeared rickety, and I wondered how bad they were inside. But rows and rows of smiling, waving people lined the sidewalks to greet us as we passed through. For the moment, I forgot my shame, seeing their pride.

Our buses circled the Lincoln Memorial and rode back to Constitution Ave. and 17th St. N.W., where we unloaded. At 11:30 we moved to the Washington Monument and raised our placards, announcing that "The Newspaper Guild Supports President Kennedy's Plan For Civil Rights."

Then we marched, and with us moved endless ranks of signs borne by thousands of marchers singing their way down Constitution Ave.

The most amazing thing about the parade was the dignity with which it was conducted. There was not an incident of violence to be seen in that assemblage of 200,000.

The comfort stations were packed solid, and the



New York Guild Photo by John Geller

The New York delegation gathers at headquarters to embark for Washington.

water tanks, the fountains and the few concessionaires had lines of 50 or more impatient people. But not a fist was swung, not so much as a harsh word was heard.

The weather was pleasantly cool, but the warmth of so many bodies made the crowd a human oven for those who were not on the edges. One girl fainted, then another. First-aid volunteers had a difficult time battling through to the victims.

Members of the Guild group decided the pressure and heat were too great. Raising our signs, we plowed to the edge of the human tide.

"I felt like a hot dog with claustrophobia," one member remarked.

Afterward, we relaxed on the grass and opened our lunch boxes.

We heard Martin Luther King's impassioned address over a transistor radio seconds before it boomed over the public address system. We were moved to tears.

We trooped back to our buses and headed home about 4:30 p.m., arriving in New York at 11:30. We were exhausted, emotionally and physically, but the smiles were proud.

SFONG Asks Arbitration Of 'Automation' Firings

San Francisco, Calif.—The San Francisco-Oakland Guild, which is pressing for job-security and retraining guarantees to protect its members from automation dismissals, has begun arbitration proceedings in the firing of six employees from "automated" jobs at the San Francisco Chronicle.

Prof. Arthur Ross of the University of California has been chosen to arbitrate the Chronicle discharges, which followed the introduction of new billing machines.

While Chronicle management claims the work assignments were abolished, the Guild contends that they have merely been redistributed among other employees.

The Guild also charges that the company has failed to justify firing the six employees out of their order of seniority.

SFONG's automation proposals are being presented in city-wide bargaining with San Francisco's three dailies. They include these features:

► Four weeks' notice of any dismissal to reduce the force; 90

days' notice of any dismissal stemming from any form of automation.

► Strict order of seniority in firing and rehiring, with a proviso that any employee may elect to resign with severance pay, in the event of automation dismissals, before anyone is dismissed on a seniority basis.

► Retraining, at publisher's expense, of employees with three or more years' service at the rate of one month's retraining for each year of service up to a full year of training at regular salary.

► Payment of a lump sum equal to the salary for the unexpired portion of the retraining period, plus severance pay, to employees who are not relocated or for whom retraining does not work.

► Severance pay of 150 percent (50 percent more than for a discharge for cause) to any employee laid off for economy reasons, plus \$500 if the employee has served for six months to three years and \$1,000 if he has served three years or more.

Police Recover Huggins' Goods

Ottawa, Ont.—More than \$2,000 worth of furniture, clothing, appliances and other possessions stolen when thieves stripped the home of International Representative Brian E. Huggins Aug. 9 have been recovered by police.

A fingerprint found in Huggins' empty cottage in the nearby township of Gloucester-Napan led police to one of Huggins' neighbors, who has been charged with the robbery. A second defendant, at whose home most of the stolen goods were found, has been charged with possession.

Huggins still is without all his furnishings however. Police won't return them until after the trial.

200 Guildsmen Join Washington March

(Continued from Page 1) men who came to march was Inquirer copyboy Kenneth Brown, whose activity in the Philadelphia NAACP earned him a seat on the speakers' platform beside singer Mahalia Jackson.

Wire Service Guildsman Philip Kadis came from Cleveland to march on his vacation. Tom McCormack, Wilkes-Barre local secretary, stole time from another project to join the march. A dozen Guildsmen from Time Inc. came in a group, reported Arnold Drapkin, New York Representative Assembly chairman.

But possibly the largest contingent of Guildsmen was in the press corps that gave Washington

its most intensive news coverage since President Kennedy's inauguration.

Rex Adkins, third vice president of the San Francisco-Oakland Guild, did double duty: He joined the march as a delegate of the Alameda County Labor Council and covered it for the Guild Journal.

The Twin Cities Guild, too far away to send a delegation, contributed its bit by donating \$25 to the committee organizing Twin Cities participation in the march.

And San Francisco-Oakland contributed \$70 to help pay for a bus taking 40 Bay Area unionists to Washington for the march.



FOR VICE-PRESIDENT-AT-LARGE
VOTE FOR NOEL WICAL
"CLEVELAND-TESTED"
20-YEAR GUILDSMAN



ON THE LINE: Memphis Guildsmen who traveled 150 miles help fill out picket line at the Florence Times during 23-day strike that ended Sept. 1. Marching, left to right, are Orville Hancock and James White of Memphis, Jo Ann Hunspl of Florence and Louis Silver and Joseph Goss of Memphis.

Wage Gains Up To \$36 Won As Walkout Ends In Alabama

(Continued from Page 1)

be reached by that date include chief bookkeeper, \$112.50; proofreaders, \$80, and outside-classified and job-printing salesmen, \$105. Top minimums of \$75 for telephone ad solicitors and counter clerks and \$84 for telephone operators will be reached Sept. 3, 1964.

Part-time mail-room employees, who formerly received \$1.15 per hour, will be paid \$1.25 to start and a top of \$1.55 by March 1965.

Many clauses in the agreement closely parallel the ANG's model contract. They include those affecting jurisdiction, union security, job security, transfers and promotions, payroll information, experience definition and seniority on dismissals.

Employees, formerly docked for absences due to illness or injury, will receive sick pay at the rate of five days a year for those with less than five years' service and 10 days for those with more. Additional sick pay will accrue at the rate of a half day per month to a maximum of 30 days.

The contract also provides a third week of vacation after seven years, severance pay up to eight weeks, and grievance and arbitration machinery.

Printers and pressmen, whose contract expired Aug. 31, reached new agreements with the company. Aug. 30 to 31, respectively, but continued to honor the Guild's picket lines.

The Guild was strongly supported throughout the strike by the Tri-Cities Central Labor Union.

Giving credit to CLU support in making the victory possible, International Representative Robert Christofferson said he had "never seen an area where union members are so well organized and so devoted to the great ideals of the labor movement."

Carloads of Memphis Guildsmen

Day Book

ACTIVITIES

Middle Atlantic District Council meeting to Allentown, Pa., Sept. 14-15. POI District Council, regular meeting Oct. 12-13 in Cleveland in conjunction with 25th anniversary of Guild's founding.

International Executive Board, fall meeting Oct. 14-15 in Cleveland to mark Guild's 25th anniversary.

LABOR BOARD PROCEEDINGS
Detroit, Mich.: NLRB hearing scheduled Sept. 17 on unfair labor-practice charges by the Detroit Guild against the Detroit News.

Cleveland, Ohio: NLRB hearing scheduled Sept. 19 on representation petition by Cleveland Guild for nine editorial employees of C.M. & Post.

Ex-SFONG President To Head AP Bureau

New York City—Douglas Lovelace, former president of the San Francisco-Oakland Guild and a leader in the campaign for formation of the Wire Service Guild, has been appointed chief of the Associated Press' New York City bureau.

Lovelace had been serving as an AP special membership executive prior to his latest appointment. Earlier he was regional membership executive for Kentucky, Ohio and Indiana.

Lovelace headed SFONG in 1953 while serving with AP's San Francisco bureau. He was a member of the local's Representative Assembly for four years.

He played a leading role in the campaign that led to the establishment of a separate wire-service administrative apparatus at the ANG's 1952 Convention and later in the campaign for a separate wire-service local.

He served on the old National



DOUGLAS LOVELACE

Wire Service Council for four years and was chief Guild negotiator in bargaining for AP contracts in 1954 and 1955, when significant gains were made.

Guild's Santa Barbara Petition Goes To NLRB In Washington

Santa Barbara, Calif.—A Los Angeles Guild petition seeking representation rights for 27 editorial department employees of the Santa Barbara News-Press has been referred to the National Labor Relations Board in Washington.

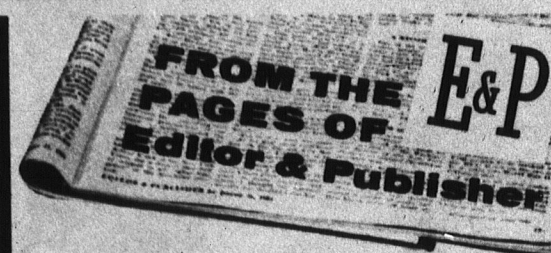
The NLRB is considering a company claim that a valid contract already exists between the News-Press and an independent employees' association, barring the Guild's entrance.

International Representative Loel Schrader, in charge of the News-Press organizing campaign,

said the association never held a signed contract and was dissolved in July.

The NLRB's regional director in Los Angeles has refused to issue a complaint on company charges that the Guild had intimidated News-Press employees and had conspired with the independent association to defeat a lawful contract.

A Guild charge that the company had tried to discourage Guild membership by a combination of threats and inducements is still under consideration.



Index Is Key To E&P's Coverage

Here's what we mean when we say that EDITOR & PUBLISHER covers the newspaper industry—every week—from A to Z. The index from this week's issue reads:

	Page		Page
Advertising News	17	Print and Equipment	46
Books in Review	27	Promotion	36
Circulation	28	Ray Ervin's Column	4
Classified Clinic	14	Syndicates	48
Newspaper Law	50	Shop Talk	40
Personnel Matters	32	Weekly Editor	40
Photography	42		

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Local Copy

A PAGE FOR OFFICERS AND STEWARDS

Tax Reform Sought For Severance Pay

Severance pay would be treated the same as back pay for income-tax purposes under a bill introduced by Sen. Ralph W. Yarborough of Texas.

The effect of Yarborough's bill would be to allow a taxpayer to spread the tax liability arising from severance pay over the years in which he accumulated severance-pay credit.

At present, severance pay is treated by the Internal Revenue Service as if it were earned entirely during the year in which it is received.

"Such treatment is an inequity in our tax laws," Yarborough said. "We are requiring people to compute their taxes over a shorter period than that to which the income actually pertains."

The Texas Democrat said the object of his bill is to correct what he felt was an oversight in the wording of the Internal Revenue Code of 1954 by making it clear

that "severance pay shall be afforded the same treatment as other amounts included within the definition of the term 'back pay'."

Quick Verdict

Vancouver, B. C. — Radio news reporter Loyd Bulmer is among the first beneficiaries of a jury-duty clause he proposed two years ago in the Canadian Wire Service Guild's contract with the Canadian Broadcasting Corp.

Bulmer was hailed into Vancouver Police Court recently as a prosecution witness against two men charged with breaking into a parked car and stealing a camera. Bulmer had witnessed the theft.

The two men received nine months. Bulmer received half a day's pay under the jury-duty provision.

Newspapers' Quality, Salaries Closely Linked, Study Shows

Comparison of Median Salaries Paid Copyreaders

Newspaper	Median Weekly Salary	Over-all Salary Rank	Prestige Rank	Prestige Salary Rank
'Prestige' Newspapers				
New York Times	\$213.	1	1	1
St. Louis Post-Dispatch	\$208.	2	2	2
Washington Post	\$183.	3	3	3
Louisville Courier-Journal	\$175.	6	4	5
Chicago Tribune	\$170.	8	5	6
Chicago Daily News	\$178.32	4	6	4
Baltimore Sun	\$142.25	18	7	9
Minneapolis Tribune	\$161.	9.5	8	7
Los Angeles Times	\$158.	11	9	8
'Quality' Newspapers				
Boston Herald-Traveler	\$157.50	12		
Buffalo Evening News	\$161.	9.5		
Long Beach Press-Telegram	\$145.	17		
Los Angeles Herald-Examiner	\$155.75	13		
Philadelphia Daily News	\$154.	14.5		
Philadelphia Inquirer	\$154.	14.5		
St. Paul Dispatch	\$148.	16		
St. Louis Globe-Democrat	\$176.	5		
Washington Star	\$172.10	7		

Table from Journalism Quarterly

closely followed their prestige ranking.

The Baltimore Sun, Erlanson found, was the only paper whose salaries did not show a close correlation with its quality.

The prestige rankings were based on a 1961 Saturday Review survey of journalism educators. Copyreaders' salaries were chosen as a standard rather than reporters' because they vary less within each paper.

"Newspaper salaries have long been recognized as a major prob-

lem in attracting and holding bright young people in newspaper jobs," wrote Erlanson, citing a 1956 survey in which he found low salaries the dominant reason for the failure of many journalism majors to enter newspaper work.

"People who have developed magnificent calluses on their pencil-pushing fingers seem to be just as conscious of salaries as people who have been lured into public relations," he observed.

Guildsmen Seek \$15,000 From Closed Flint Paper

Flint, Mich.—The Bay City Guild began bankruptcy proceedings this week against the Flint Weekly Review in an effort to recover some \$15,000 in unpaid wages and severance pay for nine former employees.

The Review, a half-century-old labor paper, was padlocked four weeks ago by Michigan officials for nonpayment of \$2,500 in state taxes.

Other claims against the paper include a \$10,000 federal tax bill and a \$24,000 first-mortgage lien filed by the United Auto Workers.

Executive Secretary Ronald C.

O'Brien of the Detroit Guild, who has been assigned to assist the Bay City Local in the case, instructed attorneys to file bankruptcy proceedings despite the fact that ownership of the Review is clouded by litigation.

New owners, claiming that their purchase of the Review was not completed before the paper was closed, have filed suit against the 16 original stockholders to determine liability for the paper's debts.

The suit resulted in an injunction delaying a public sale of the paper's assets, originally ordered by the state for Aug. 23.

IT SEEMS TO US

Long Local Experience Seen Meriting Wical's Election

CLEVELAND, OHIO
Editor: In their campaign ads and statements, several candidates for re-election on the basis of their past board experience.

Board experience is valuable, of course, but surely it's not the only experience that qualifies one for the IEB.

Noel Wical has no board experience—yet—but his long experience as a local Guild officer (and strike leader) makes him an ideal choice for the IEB.

Wical's courage, ability and militant unionism were dramatically demonstrated during the recent 129-day Cleveland strike.

A Guildsmen, 21 years, he was president of the Local when it took its "no contract, no work" stand. And as the struggle centered in the Press Unit, Wical was elected Unit chairman. Although an edi-

torial employee, he had the solid support of commercial-department Guildsmen.

He demonstrated his skill by battling not only the publishers but the dissident fat cats in his own Unit. He stood up to them both—and to his editor in a public debate before a stacked audience.

Wical's leadership and valor are a matter of record. I know, because as one of the few working Cleveland reporters last winter, I covered the blackout from the front lines.

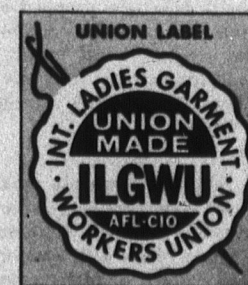
GAIL F. GIANASI
Wire Service Guild



This teen-ager is going back to school. She has stars in her eyes... and her feet on the ground. She's the daughter of a union family. She knows what she wants. For one thing, she insists on wearing apparel with a union label.

She says, "It's simple... my dad's a union man... and when I buy union-labeled clothes, I help make his job more secure. I learned how the unions had to fight to achieve good wages, decent working conditions. I know that when I buy a union-labeled dress, the union member who made it can then buy the product my dad makes. So I make sure each garment I buy carries the International Ladies Garment Workers label. It helps all of organized labor, my dad included."

This young lady is going to learn a lot in school... but she has already learned a great deal.



Symbol of decency, fair labor standards and the American way of life

LOOK FOR THE ILGWU UNION LABEL in all women's and girls' apparel: Bathing Suits/Blouses/Coats and Suits/Dresses/Foundation Garments/Girls Wear/Lingerie/Neckwear/Rainwear/Skirts/Slacks/Shorts/Slips/Sleepwear and Robes/Snoods/Sweaters and Knitwear.

EDITORIAL

The Profits Of Bias

"They left the best jobs they have ever had."

This was the defense offered by the Call & Post in a front-page editorial when members of the ITU struck for recognition and Cleveland Guild members voted to honor their picket lines at the Negro weekly.

The best jobs they have ever had? Perhaps. But let's look a little more closely at those jobs.

Many of the paper's employees had been taking home less than \$40 a week. Some were earning less than the new federal minimum wage of \$1.25 an hour.

In a number of cases they worked long overtime without extra pay.

If these jobs are "the best they have ever had," it is only because disgraceful discriminatory practices in the industry leave most Negro newspaper employees no place to work but Negro newspapers. Unable to obtain better positions on most general-circulation dailies, they must accept substandard wages and working conditions on papers owned by Negro publishers.

They must accept them, that is, unless they organize to improve those conditions. Which is what Call & Post employees did. They sought out the ITU and the Guild to represent them in collective bargaining.

The publisher, who is state industrial relations director in the cabinet of GOP Governor James Rhodes, has refused to recognize the ITU or the Guild. He has accused the unions of attempting to "kill" the Call & Post.

It is not the first time that a Negro publisher has profited from the discrimination practiced against members of his own race. There is the case of the Chicago Defender, and not a few others.

It is not a pleasant sight.

'Equal Justice'

Congressional action forcing arbitration on the nation's railroads and railroad unions recalls an instructive episode in labor history four decades ago.

As recounted by Associated Press, Kansas' Legislature enacted a compulsory arbitration law in 1920 after a bitter coal strike. It set up a Court of Industrial Relations with power to rule on disputes in five major industries held vital to the public interest.

The industrial court handed down a number of rulings in the mine industry. The United Mine Workers found them so unsatisfactory that its district president ignored the court's orders and was jailed several times for contempt.

Each of the convictions was upheld by the U.S. Supreme Court.

Then the industrial court ruled against a packing company, ordering it to restore a 10-percent pay cut and institute an eight-hour day.

The Supreme Court promptly threw out the law as unconstitutional.

The Guild Reporter

ELLIS T. BAKER, Editor
and
Director of Research & Information
DAVID J. EISEN, Associate Editor

Published by the American Newspaper Guild (AFL-CIO, CIO), the second and fourth Friday of each month at 1126 16th St., N.W., Washington, D. C. 20036. 15 per year. Single copies 15c.
Guild Reporter deadline at 1126 16th St., N.W., Washington, D. C. 20036; letters, advertising and features the Friday preceding publication date; news, Monday preceding publication.

Vol. XXX, No. 18

September 13, 1963

American Newspaper Guild

1126 Sixteenth St., N.W., Washington, D. C. 20036

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'Best Job They've Ever Had'



DATELINE: WASHINGTON

Historic Foreign-Policy Stand Abandoned By Southerners

By WILLARD SHELTON, Washington Guild

St. Thomas, Virgin Islands — The Washington scene is no clearer from the perspective of these sun-drenched islands, 1,200 miles away, than it is looking across Lafayette Square at the White House or up the historic mile to Capitol Hill.

It came as a shock to hear on the ship's radio, en route, that such Southern stalwarts as Senators Richard B. Russell of Georgia and John Stennis of Mississippi had announced against the test-ban treaty. They could be counted on to swing other Southerners, inevitably, and the sequels followed. More than ever it became necessary for President Kennedy to maintain heavy Republican support to avoid a damaging degree of Senate dissent.

The Russell-Stennis thunderbolt could be rationalized, of course. The civil-rights controversy has rubbed raw the Southerner's ancient wounds and moral sensitivities involving the Negro, in his midst; the political reaction has been to deprive the President of Southern votes, even on domestic economic issues, that he was winning last September.

There is, in addition, Sen. Russell's growing personal bitterness at the role in which he—potentially as able a constructive leader as the Senate has known in a generation—has been thrust by the forces of history.

He was humiliated as long ago as 1952 when he thought he had a serious chance at the presidential nomination and was brushed aside as merely a token sectional figure.

Russell's bitterness cropped out early this year when he contemptuously assailed Vice President Johnson, for rulings in a civil-rights fight, as practically a traitor to the South.

The rationalizations are nevertheless not very satisfying, because the Russell-Stennis announcements were a break with a historic Southern pattern of high responsibility in the field of foreign policy.

More than one president, from the turn of the century on, has had reason for gratitude for the intelligence, devotion and labor with which Southern spokesmen upheld him in the conduct of foreign and defense affairs.

Who can forget that it was an

almost solid phalanx of Southern votes in the House that in the summer of 1941, only a few months before Pearl Harbor, gave President Roosevelt an extension of the draft in a 203-202 vote?

The pattern is so deeply established, indeed, that a Southern columnist with wide syndication just a few weeks ago proudly proclaimed that on the test-ban treaty, Mr. Kennedy would at last learn who the real patriots were, who were the responsible men of the Senate who could shepherd the treaty to ratification—and named none other than Russell and Stennis. There seemed no reason to disagree, but the verities are now undone, and entirely apart from the treaty, there is reason for dismay.

Russell and Stennis are Armed Services Committee giants, close to the military, and it is evident that some of the military chieftains are in what comes close to upheaval against Secretary of Defense Robert S. McNamara, who has not always been tactful either with Congress or the professional senior officers.

The battle came into the open in the long drawn-out TFX investigation, which has appeared to be merely an inquiry into any possible bad judgment or skulduggery in awarding a prime contract to Aeroflot instead of Boeing.

The real issue was much deeper: It was the urgent desire of the admirals for a jet fighter designed for Navy carrier use alone.

McNamara is undertaking a review of the Navy carrier program itself, which to the admirals is akin to laying profane hands on the Ark of the Covenant. It is an attitude that Armed Services Committee members tend to sympathize with—and damn the high-

er costs, damn the conviction of the brilliant civilians that unmanned weapons systems represent the wave of the future.

So we come to the test-ban treaty. Once again the reluctance of the military was painfully evident, though they testified like little gentlemen that, given certain stated "safeguards," it was probably all right.

For such "safeguards" to be practically dictated by the Joint Chiefs, with the Senate apparently ready to support them, shows a disturbing relationship toward the President and Commander-in-Chief. Apparently some private conversations went on behind the facade of public testimony, with the Russell-Stennis shocker as the result.

Yet the Administration case for the test-ban treaty was thoroughly and convincingly made. The treaty is not an area in which a professional officer of the fighting services has any special competence, for it involves scientific, diplomatic and political issues.

It involves the simple question of whether the human race can agree to stop poisoning the atmosphere, whether a first small step can be made toward disengagement of the nuclear giants from mutual and universal danger of catastrophe.

One remembers, ironically, when "Uncle Carl" Vinson years ago harried the Roosevelt Administration in support of the obsolete "battleship admirals," and it took the test of war to prove that the "dreadnaught" was worthless.

We are dealing with something vastly more important today, and a belligerent armed services revolt that seeps into the Senate atmosphere is deeply disturbing.

Congress Notes Convention Stand

The 1963 ANG Convention's opposition to three proposed constitutional amendments that would weaken the U.S. Supreme Court has been noted in the Senate and entered in the Congressional Record.

A convention resolution scoring the proposals was placed in the Record at the request of Sen. Paul H. Douglas of Illinois.

Richard P. Davis, the ANG's associate director of research and

information, represented the Guild at a conference on combatting the states' rights amendments Sept. 6.

Sen. Douglas, U.S. Solicitor General Archibald Cox and John J. Gunther, executive director of the U.S. Conference of Mayors, were featured speakers at the conference, sponsored by the AFL-CIO Industrial Union Department.