



NOEL WICAL



JACK DOBSON



GEORGE MULDOWNEY



HARVEY WING



MARSHALL SCHIEWE



KENNETH RIEGER

Dobson, Muldowney, Rieger, Schiewe, Wing, Wical Elected



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Strike Forces Call & Post To Suspend Main Edition

Cleveland, Ohio—The Call & Post suspended publication of its Cleveland edition this week as a 32-day-old ITU strike took increasing effect.

The Negro weekly, with five Guild employees honoring the ITU's picket line, said the strike had made it "difficult if not impossible" to publish the Cleveland edition, its principal one.

The ITU has been on strike for recognition at the Call & Post since Aug. 27. The Cleveland Guild and the printers' union have agreed not to return to work until each obtains recognition and a contract.

The Call & Post, which has declined to recognize either union pending NLRB proceedings, last week fired one of eight editorial employees who had originally honored the picket line. The Guild promptly filed an unfair labor practice charge with the NLRB.

The Call & Post disclosed the firing at an NLRB hearing called to consider the Guild's petition for bargaining rights. The Guild characterized dismissal of the employee, an editorial clerk, as "a despicable attempt to frighten other Call & Post strikers back to their jobs."

Three Guild members crossed the picket line to return to work

NLRB Action Hits Defender

Chicago, Ill.—The National Labor Relations Board has asked the Seventh Circuit Court of Appeals to enforce an order requiring the Chicago Defender to reinstate 58 discharged Guild members and award them \$450,000 in back pay.

The NLRB's general counsel moved against the Negro daily after Publisher John H. Sengstacke refused to comply with the board's order.

The NLRB ruled last December that the Defender was guilty of unfair labor practices in refusing to bargain with the Guild and firing employees who went on strike in April 1961. The paper was ordered to dismiss strikers and abrogate a contract farming out mechanical work formerly done by Guild members.

Two weeks ago, blaming "certain tactics" of the ITU.

In a statement printed in the Call & Post, they voiced objection to a campaign for an advertisers' boycott and to the Cleveland AFL-CIO Federation of Labor's demand that the paper's publisher, William O. Walker, be re-

moved as state industrial relations director.

Republican Gov. James Rhodes rejected the demand. A spokesman said the strike has no relation to Walker's job as industrial relations director.

Walker announced suspension of the Cleveland edition in a front-page statement last week. The paper had succeeded in printing four issues since the start of the strike, three of them at a non-union plant in nearby Berea.

Walker indicated that the Call & Post's Columbus edition and a state edition, printed in Cincinnati, will continue to publish. They have separate staffs, which are not involved in the strike.

The Cleveland edition was suspended after its circulation was crippled by a driver's refusal to cross the picket line and its advertising fell off under the impact of a union boycott drive.

The Cleveland edition's press run had declined from 22,000 before the strike to 15,000 with the Sept. 14 issue; of these, 4,400 were never removed from the truck that brought them in from Berea.

The NLRB, meanwhile, is weighing the Guild's request for bargaining rights on behalf of Cleveland editorial employees. The company, at a hearing Sept. 17, asked that four part-time employees in the Call & Post's Cincinnati and Columbus offices be included in the bargaining unit, a move opposed by Guild attorney Harold Stern.

A hearing on a similar petition by the ITU will be held Sept. 30. The ITU is seeking to represent 30 mechanical employees at the Cleveland plant, but the Lithographers and Photo-Engravers unions have filed rival petitions.

Support for the Guild and the ITU has come from both inside and outside the labor movement. Ellsworth Harpole, director of the Cleveland Community Relations Board, characterized the

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Mastrullo Trails Field In Unofficial IEB Tally

Noel Wical of Cleveland and five incumbents have been elected at-large members of the ANG's International Executive Board, according to unofficial returns to the Guild Reporter. Incumbent Michael Mastrullo of Cincinnati ran last in a seven-man race for the six IEB posts.

Incomplete but decisive returns from 67 locals representing more than 97 percent of the eligible voters indicated the re-election of Jack Dobson of Toronto, 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 International Election and Referendum Committee was to meet today at ANG headquarters in Washington to tabulate the official returns of last week's balloting and to certify the winners.

Mastrullo, who has served on the IEB for two years, was trailing Rieger, running sixth, by 2,484 votes with only 802 eligible voters still unaccounted for in the unofficial tabulation.

Dobson, at the top of the ballot, ran first, followed by Muldowney, Wical, Schiewe, Wing and Rieger, in that order. The only place in which it appeared likely that outstanding returns might change the order was in fifth position, where Rieger trailed Wing by only 13 votes.

Balloting was generally light, with many locals casting only a fraction of their eligible voting strength. Indications were that considerably less than 50 percent of the 28,132 eligible voters cast their ballots.

Dobson led the voting in New York, the Guild's largest local, by 20 votes, and piled up a big lead in his home local, the third largest. There he received 1,036 votes, while other winning candidates ranged from 464 to 690.

In New York, which cast approximately 25 percent of the

How They Ran

Here's how the seven candidates for six at-large posts on the International Executive Board ran, as tabulated by the Guild Reporter on the basis of unofficial returns from 67 locals representing 97 percent of the eligible voters:

Jack Dobson	9,395
George M. Muldowney	8,815
Noel Wical	8,704
Marshall W. Schiewe	8,365
Harvey H. Wing	8,203
Kenneth E. Rieger	8,190
Michael Mastrullo	5,706

vote, Mastrullo trailed the other candidates by more than 2,200 votes. New York convention delegates had endorsed all candidates but Mastrullo.

Dobson also ran well in the two other largest locals, trailing only Wing in the latter's San Francisco-Oakland Local and running third behind Muldowney and Wing in Wire Service.

Wical, making his first bid for an IEB seat, ran strongly despite a low position on the ballot, trailing Muldowney by only 111 votes.

Wical was president of the Cleveland Guild at the start of the 129-day strike against the Plain Dealer and Press & News last winter. He subsequently was elected chairman of the Press Unit.

He will join the IEB when it meets, fittingly enough, in Cleveland Oct. 14-18 to mark the ANG's birth 30 years ago.

William H. McLeman of Van-
(Continued on Page 6)

Starting Pay Tops \$110 At Wall St. Journal Unit

Chicago, Ill.—The starting minimum for reporters at the Wall Street Journal's Chicago office has been raised to \$110.25, highest under ANG contracts, in a new one-year agreement with the Chicago Guild.

The Wall Street Journal Unit was the first to reach the ANG's wage goal of \$100 for starting reporters in 1960, but it fell behind the New York Times minimum last year.

The new minimum is the result of a \$3.25 increase. Other minimums are raised from \$2.50 to \$4.50, with subeditors, copyreaders and reporters going up the top amount to \$186, \$180 and \$170, respectively.

Secretaries and teletypists are up \$3.25 to \$103.25 and \$111.25, respectively, and wire filers receive a \$4 increase to \$100.

The contract awards employees a fourth week's vacation after 13 years, effective at its expiration next June 1.

Union-Publisher Parley Seeks To 'Open Doors'

Santa Barbara, Calif.—Officers of six newspaper unions, including the Guild, and representatives of 13 metropolitan dailies and four major newspaper chains took part last week in a three-day conference here on collective bargaining in the newspaper industry.

The conference, called by the Center for the Study of Democratic Institutions, arose out of last winter's New York newspaper strike. Its aim, according to Dr.

Clark Kerr, conference chairman, was "to open doors which might lead to better solutions for the serious problems confronting both unions and management in these days of swift technological change."

No report was issued on the results of the closed, informal conference, and no minutes were kept, but the participants declared



FINAL TASK: Fred S. Holley, chairman of the Southern District Council's collegiate journalism contest, presents award plaque to H. Mason Sizemore, center, and Bucky Riegelman, editors of the College of William and Mary's Flat Hat, which shared top honors with the University of Kentucky's student paper. The presentation was the last official act for Holley, a former president of the District Council and the Hampton Roads Guild, before he left his copy-desk job on the Norfolk Virginian-Pilot for one on the San Diego Tribune. He was a founder of the collegiate contest.

Hampton Roads Guild Photo by S. H. Sizemore

It Seems To Us

'Double Standard' On Pay Compromises Rights Fight

CLEVELAND, OHIO Editor: "Is there a double standard of justice in our community?" asks the Cleveland Call & Post employees' Strike Reporter. The Negro revolution seeks human dignity, elimination of discrimination. A current—and legitimate—target is discrimination in five to 15 percent of organized labor, as wrong as discrimination in schools and buses.

But groups and individuals who preach Negro rights against white oppressors refuse support to Negroes seeking decent wages and conditions from Negro employers the only possible way—organizing. The human dignity of the Negro worker should be a more vital concern to Negro rights groups than discrimination in a small minority of unions. Call & Post Publisher W. O. Walker, a vocal leader in the campaign to integrate the building trades, agrees with the demand for economic equality—in somebody else's shop. "When a man stands up for civil rights," the Strike Reporter explains, "he stands up for beliefs that are his ideals. If he demands them from those outside of the community he must stand up for those same rights within the community."

Murray Gross of the ILGWU says, "The social movement needs a labor base," just as labor needs the civil-rights movement. The goals are identical.

GAIL F. GIANASI
Wire Service Guild

... Call & Post

(Continued from Page 1)
Call & Post employees' efforts to improve wages and working conditions as "another step on the way of the Negro's struggle for first-class citizenship."

And Warren Chappell, Jr., president of the Cleveland Negro American Labor Council, pronounced the council "entirely" in support of "the position taken by the Call & Post employees."

Negro Publisher's Portrait

Fight For Equal Pay Stops At Pocket Line

Cleveland, Ohio—William O. Walker, publisher of the struck Call & Post, is a fervent fighter for equal pay for Negroes—in other people's shops.

In his own plant, Walker insists on paying employees far less than the wages received by those doing the same work on other newspapers.

That's the portrait painted by Todd Simon, veteran Cleveland Guildsman, in the second issue of the Strike Reporter, published by striking employees of the Negro weekly.

Simon, who participated in the Guild's first attempt to bargain a contract for Call & Post employees in 1945, relates how the paper's reaction to the Guild's initial organizing drive was to fire one of his Guild employees, Simeon Booker.

Booker, now a bureau chief for Jet Magazine, was eventually restored to his job after the Guild went to the NLRB, but Walker never granted the Guild an acceptable contract.

A wartime poster in the Call & Post city room showed a white worker and a Negro worker side by side over the slogan, "Equal Pay for Equal Work." Simon recalls. The theme was sounded repeatedly in Call & Post editorials.

"Walker demanded equal pay for equal work—at other people's shops," says Simon. "But Walker didn't want that to apply at his shop."

When Guild negotiators asked why he refused to pay "the same wages they pay downtown," Walker replied, "There's a different scale of wages out in this neighborhood."

Today, Simon observes, "Walker still doesn't want to stop enjoying that 'different scale of wages' out in this neighborhood," although the Call & Post has moved into a handsome new building and "increased immensely its advertising revenues."

Some Call & Post employees earn less than the federal minimum wage, Simon points out, and overtime pay is virtually nonexistent.

He asks: "Why should this businessman, while he . . . preaches better wages and industrial equality to others, plead for special privileges—and special profit margins—in the face of the present upsurge of demand for equality and against any privilege for any segment of our society?"

Simon characterizes Walker as "a pretended leader of a fight for equality clinging to the claim that he should be allowed to pluck and eat the fruits of inequality."

Back in 1945, Simon recalls, the Guild didn't have mechanical employees on its side, and the wartime no-strike pledge proved a decisive handicap.

"We put on a little rehearsal for this, back in those war days," he says. "This time it's going to happen right."

\$2,300 Sent To Strikers In Alabama

Memphis, Tenn.—A total of \$2,365 was contributed to aid Memphis Guild members who ended a 23-day strike against Tri-Cities Newspapers in Northern Alabama Sept. 1.

The largest contribution, \$300, was made by the San Francisco-Oakland Guild.

Following are the latest contributions, supplementing those reported previously (GR, Sept. 13):

Previously Acknowledged: \$800
New York Guild 200
San Francisco-Oakland Guild 200
Cleveland Guild 100
Greater Philadelphia Guild 100
Chattanooga Guild 100
North Jersey Guild 100
Albany Guild 100
San Diego Guild 50
Buffalo Guild 50
Boston Guild 50
Knoxville Guild 50
Vancouver-New Westminster Guild 50
Wilmington Guild 50
Wire Service Guild 50
Canadian Wire Service Guild 50
Hawaii Guild 25
Salem Guild 25
Kansas City Guild 25
Toledo Guild 25
Chicago Guild 25
Ottawa Guild 25
Annapolis 10
TOTAL \$2,365

Labor Briefs

Rep. Phil M. Landrum, co-author of the Landrum-Griffin Law, has introduced a new bill to hobble unions. This one would strip the National Labor Relations Board of authority to handle unfair labor-practice cases, throwing them into the federal courts.

Unlike the NLRB, the courts would have no power to investigate cases. The burden of investigation and proof would rest with the unions or individual workers who brought the charges.

The NLRB would be reduced to an election-holding agency if Landrum's bill were to be enacted.

The Armour Automation Committee, one of the most widely touted labor-management attempts to meet the problems of automation, has been disowned by the Packinghouse Workers as a cloak for "a ruthless program of mass terminations of employees of long service."

Ralph Helstein, Packinghouse Workers president, charged that Armour has used the committee as a cover to close existing plants and lay off employees while building new ones in secrecy.

Armour has laid off more than 12,000 employees—57 percent of its work force—since 1956.

A purported poll in which the National Right to Work Committee found that 91 percent of newspaper editors were critical of the Labor Department for opposing right-to-work laws has been criticized by Rep. J. Madden, Indiana Democrat, as "a contrived propaganda gimmick."

Madden noted that only ten percent of the editors polled re-

plied to the questionnaire. And he pointed out that the questionnaire—asking whether the editors agreed that Labor Department officials should not "aid union officialdom to destroy" right-to-work laws—was so worded as to elicit the desired reply.

The NLRB has upheld the right of unions to conduct informational picketing against employers whose establishments they have not been able to organize.

The board, ruling in a case involving a group of unions that picketed merchants in Jerseyville, Ill., said the picketing, in which the public was asked to boycott unorganized but unspecified stores, was legal since it did not have recognition as its target.

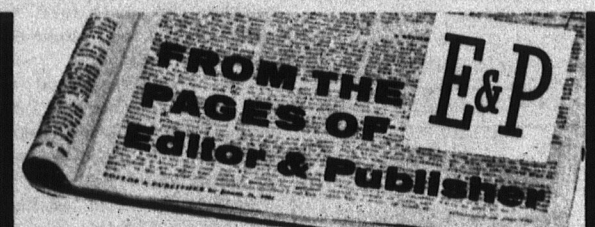
The Guild's \$200-a-week wage goal has been achieved by Buffalo, N. Y., optometrists.

A new contract between the IUE and the Edwards Optical Co. will increase the optometrists' pay from \$175 in periodic steps over a two-year period until the \$200 figure is reached.

Unions won 59 percent of a record 7,355 representation elections conducted last year by the National Labor Relations Board.

The NLRB reports 13,479 unfair labor cases and 11,369 representation petitions filed in 1962—both record figures.

The board issued 1,470 formal complaints, involving 2,030 cases of unfair labor practices. A total of 2,752 unfair practice cases were settled; back pay of \$1,751,910 was collected, and job reinstatement was offered to 2,465 workers.



COVER-TO-COVER NEWSPAPER TALK

Start with the stories featured on E&P's front cover . . . Press groups appeal to FCC to drop boost in wire rates . . . Chicago ITU leader seeks to oust Brown in '64 election . . . Century-old Canadian daily will be cut up into 4 papers . . . Press control at Miami Herald makes every paper count. Then, 82 pages later, wind up with Robert U. Brown's "Shop Talk at Thirty"—it's all newspaper talk, cover-to-cover.

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Testimony In Detroit Hits Paper

Detroit, Mich.—The Detroit News laid off all union employees during craft-union strikes in the spring of 1962 while retaining all nonunion employees even though there was little work for them, according to evidence given at a National Labor Relations Board hearing last week.

The case arose when Detroit printing-trades unions struck the News from April 20 to May 9, 1962. On May 6, the News laid off 33 janitors and one maid represented by the Guild while keeping all unorganized workers on the payroll.

The hearing was held on an NLRB complaint charging the News with an unfair labor practice. The hearing examiner reserved his decision.

Two News foremen testified that the Guild members were laid off because there was no work for them to do. But they made no effort to explain why there was work for all the nonunion employees in the editorial and business departments.

Subpoenaed documents supported the Guild's contention that business at the News had fallen off sharply during the shutdown and that lack of work also existed in the departments where the work force was kept at full strength.

The trial examiner excluded the testimony of two Guild witnesses who told of conditions at the Detroit Free Press, which was shut down during the strike under the two papers' "massive-retaliation" policy. Only 20 percent of the Free Press staff was kept on the payroll during the lockout.

The News offered no testimony on reasons for retaining nonunion departments at full strength. James T. Dorris, the News' assistant business manager, had testified in another NLRB case that it is the company's policy to lay off union members and to keep nonunion members on the payroll during strike or lockout situations.



New York Guild Photo by Harry Green

MULTIPLE HONORS: It's the awards season for M. Michael Potoker, secretary-treasurer of the New York Guild. At left, Mayor Robert F. Wagner presents Potoker with a plaque from the Newspaper Lodge of B'nai B'rith in recognition of his efforts for "the betterment of newspaper reporting" and

"the enhancement of the general welfare of the newspaper industry and the community." At right, he and Mrs. Potoker receive an engraved silver bread tray at Empire State District Council meeting from Dorothy A. Narel (at left), president of the Kingston Guild, in recognition of his Guild leadership and his aid to the Kingston Local.

British Columbian Bows, Agrees To Pay \$2 Raise It 'Can't Afford'

New Westminster, B.C.—The British Columbian, which claimed it could not pay a \$2 wage raise two weeks after signing the increase into a contract, backed down this week under pressure by the Vancouver-New Westminster Guild.

The company agreed to pay the general increase after the Guild moved to have the British Columbia Labour Department investigate the case.

The increase was to have gone into effect Sept. 1 under a contract signed Aug. 16. But when the time came to pay it, the company claimed it didn't have the money.

The Columbian said it was also unable to pay similar increases negotiated with the printers and stereotypers but refused to open its books to prove it.

Management gave in, however, after the Guild announced that

it was preparing to call in the Labour Department under a British Columbia law dealing with failure to observe the terms of a labor contract.

The \$2 settlement had been recommended by a conciliation board, which British Columbia law requires be called in if it proves impossible to reach a satisfactory agreement at the bargaining table.

The agreement provides for a general increase of \$2 the first year and \$2 the second, bringing reporters to \$110.52, social reporters to \$75.09, circulation supervisors to \$92.50, stenographers to \$57.39, and switchboard operators and clerks to \$51.04.

The assistant to the editor, highest contract classification, goes to \$125.53.

When the time came for the initial increase to take effect for the first pay period after Sept. 1, the

company advised the Guild, the printers and the stereotypers that it didn't have the money to pay the increases and that it was unable to borrow money for the purpose.

The 103-year-old British Columbian split itself into four dailies Sept. 16. By replacing page one during the press run, it now becomes successively the Burnaby Columbian, the Coquitlam Columbian, the Surrey Columbian and the British Columbian.

Management said the step was taken to provide local dailies for each of the four communities served by the Columbian.

Christopher Crombie, executive secretary of the Vancouver-New Westminster Guild, reported that the change has had "no effect on our members or their jobs." There has been no increase in the size of the Columbian staff, he said.

Removal Of Inequities Raises Minimums By \$28 In First Year Of Allentown Pact

Allentown, Pa.—Elimination of inequities has raised top minimums by as much as \$28 in the first year of a two-year contract between the Lehigh Valley Guild and the Allentown Call and Chronicle.

The new contract eliminates the distinction between "major" and "minor" account executives in both display and classified advertising, raising former minor display salesmen by \$26.10 the first year and \$2.16 the second to \$131.76, and raising former minor classified salesmen by \$28 the first year and \$2 the second to \$122.

The gap between artists and photographers, on the one hand, and reporters, on the other, has also been eliminated, bringing the former a \$14.60 increase the first year and \$2.16 the second. Reporters are raised \$8.35 in the first year and \$2.16 the second, producing a uniform top of \$131.76.

Telegraph and assistant city editors, the top positions under contract, are up \$6.25 the first year and \$2.50 the second to \$152.50. Other minimum increases range

upward from \$4.20 for adult employees and \$2.80 for copy boys.

In addition, an existing 10 percent night differential has been made applicable to the first \$120 of weekly salary instead of the first \$100, bringing an additional \$2 to those receiving it.

Top Pay Goes To \$190 At Saturday Review

New York City—A general increase of \$3.50 to \$5 the first year and \$3 to \$4 in the second is provided in a new Guild contract with the Saturday Review. The highest contract classification, editorial associate, is raised \$9 over the two-year period to \$190.

Advertising salesman goes up \$4.50 and \$4 to a top of \$167; switchboard operator, subscription clerk, stenographer, bookkeeper, stockroom supervisor and classified ad assistants go up \$4.25 and \$3.75 to \$108.

Editorial assistant, advertising production assistant, classified manager, assistant to the controller and research librarian go

up \$4.50 and \$4 to \$128.

The increases are applied to minimums except in the case of mail-stockroom assistant and messenger, which are raised \$1.50 and \$3 to \$80, and chief subscription clerk, raised \$7 and \$4 to \$111.

Employees working overtime will be paid double time after the first four hours of payment at time-and-a-half. More than two hours' overtime calls for \$3 in super money, while work after 11 p.m. calls for an additional \$3 for transportation.

2-Year York Contract Raises Wages By \$7

York, Pa.—Editorial employees of the York Dispatch will receive a general increase of \$3.50 in each year of a new two-year contract with the York Guild.

The night differential has been raised an additional 25 cents to \$12.25 a shift.

New top minimums in the second year will be \$131 for deskmen, \$122.50 for reporters, \$110 for social writers and \$97.50 for proofreaders.

A fourth week's vacation after 30 years' service has been added. Employees will receive a seventh

paid holiday on or near their birthdays.

Minimums Up By \$7.60 At Columbus Dispatch

Columbus, Ohio—First-year increases of \$3.30 and \$4.30 in minimums are contained in a new two-year contract negotiated between the Columbus Guild and the Columbus Dispatch.

The Dispatch will make a \$3.38 contribution to a newly negotiated pension plan (GR, Aug. 3) in lieu of a second-year wage increase.

First-year increases of \$4.30 result in these top minimums: station operator and state roadman, \$129.80; street supply man, \$108.55; assistant office manager, \$116.30; insurance claim adjuster, \$118.55.

Increases of \$3.30 provide these minimums: general office help, \$82.80; bookkeeper and order clerk, \$89.30; insurance investigator, \$92.30; solicitor, \$77.50; secretary, \$89.80; suburban route supervisor, \$95.55, and suburban route checker, \$84.80. Station helpers are up 9 cents, to \$1.74 per hour.

The contract is retroactive to last Oct. 1.

Los Angeles Seeks Parity In Contracts

Los Angeles, Calif.—A program aimed at achieving uniform pay and conditions in all of the Los Angeles Guild's contracts was launched last week at an all-day collective bargaining conference.

Conducted by ANG Collective Bargaining Director J. William Blatz and International Representative Loel Schrader, the conference was called to initiate a program leading to equal pay and fringe benefits for employees of both large and small publications covered by the Los Angeles Guild's eight units.

A report on the conference is being prepared for presentation to the Local's membership as a basis for action. It is expected to emphasize a citywide pension program, improvements in wage minimums and other benefits to the levels prevailing in other major metropolitan areas, jurisdictional and job security improvements, and protection against the threat of automation.

The Los Angeles Guild holds contracts with the Garden Grove News, the Los Angeles Herald-Examiner, H. H. Brown Newspaper Printing Co., the Hollywood Citizen-News, the Huntington Park Signal, the Long Beach Independent & Press-Telegram, Triangle Publications, and the San Pedro Pilot.

The conference will be held annually, both to assess progress and to review contract needs.

Anti-Scab Law Passed By Erie

Two more cities—Erie, Pa., and Union City, N. J.—have enacted Citizens' Job Protection Laws, bringing to 30 the total of municipalities with laws restricting the use of strikebreakers.

Erie is the first Pennsylvania city to enact such a law. Union City is the 18th in New Jersey. Erie's new law was introduced the day after several members of the United Rubber Workers were injured when mounted deputies tried to break a picket line in order to escort strikebreakers into the Continental Rubber Co. plant. The ordinance, following model language proposed by newspaper unions, was passed six days later.

Guild Wins 1st Round In Oakville

Toronto, Ont. — The Ontario Labour Relations Board has granted the Toronto Guild permission to prosecute the Oakville Journal-Record on unfair labor-practice charges.

Its action cleared the way for the Guild to proceed against the Thomson-owned paper in Magistrate's Court. Accusations were filed this week, charging the company with threatening to fire Guild supporters.

The board granted permission to prosecute after a hearing at which one reporter said W. D. Cotton, publisher of the Journal-Record, had threatened to "lock the door and throw away the key" if the Guild won bargaining rights for 22 nonmechanical employees.

Under Ontario law, the labor board must find reasonable substance in unfair-practice charges before a union can bring them to court.

Youngstown Petitions For 46 In Circulation

Youngstown, Ohio — The Youngstown Guild is seeking representation rights for 46 outside circulation employees at the Youngstown Vindicator.

A petition supported by the signatures of a solid majority of the unit was submitted to the regional office of the NLRB late last week by International Representative Robert Bruner.

The Guild already represents editorial and classified advertising employees at the Vindicator.

Guild Loses, 17-10, In Trentonian Vote

Trenton, N. J. — Editorial employees of the Trentonian voted 17 to 10 against the Greater Philadelphia Guild in a representation election Sept. 20.

Nine part-time employees, four of them hired after the Guild petitioned for bargaining rights, were ruled eligible to vote in the NLRB election.

The Trentonian, part of a chain headed by former PM publisher Ralph Ingersoll, opposed the Guild organizing campaign.

Unit's Founder Dies In Toronto

Toronto, Ont. — Fred Thompson, 57, one of the founders of the Globe & Mail unit of the Toronto Guild, and the unit's treasurer, is dead of a heart attack.

Thompson was appointed an Ontario magistrate—one of the few to be named without legal training—as a result of his work in reporting criminal cases. He received special mention in the 1954 Heywood Brown Award contest for uncovering evidence that freed an innocent man from jail.

New York City — Arthur B. Albertson, 52, a longtime treasurer of the Wilkes-Barre Guild, died Sept. 19 in Bronx VA Hospital.

Albertson was circulation supervisor for the Wilkes-Barre Evening News and Record. He was treasurer of the local for eight years until 1960, serving during a six-month strike in 1954.

The DISUNITY Amendments

By RICHARD P. DAVIS

Organized labor is preparing to focus a spotlight on three proposed constitutional amendments that could seriously undermine the nation's governmental structure and that have thus far "flourished in the dark."

The AFL-CIO's Industrial Union Department, which recently held a special conference on "The States' Rights Amendments—Invitation to Disunity," has taken the initiative in the creation of a special ad hoc committee representing labor organizations and other groups interested in fighting the amendments.

The amendments would: Permit the proposal of constitutional amendments by two-thirds of the 50 states' legislatures, making it possible to bypass Congress entirely in the amendment procedure.

Establish a "super-court" of the 50 justices of state supreme courts, which could overrule the U.S. Supreme Court.

Forbid any constitutional amendment or federal court ruling on the apportionment of state legislatures, thus overturning a recent Supreme Court ruling and entrenching minority rule in many legislatures.

The three proposals have been described by the executive committee of the New York City Bar Association as "radical in the extreme." The amendments would "turn the clock back to the Articles of Confederation of 1777," the committee said.

Others are also disturbed. Yale Law School Professor Charles L. Black, Jr., says the three proposals "aim not at the preservation but at the subversion of that balance in federal-state relations which has... enabled us to escape the evils of despotism and totalitarianism."

Sen. Paul Douglas, Illinois Democrat, calls them "time bombs under the Constitution of the United States which threaten to destroy our national unity."

Sen. Kenneth Keating, New York Republican, terms them "ingenious" threats to our constitutional system.

Charles S. Rhyne, past president of the American Bar Association and a campaign advisor to Richard Nixon, told the IUD conference that the proposals deserve "resounding defeat and repudiation."

But thus far, at least two of the three proposals have met with anything but "resounding defeat." On the contrary, they have been astonishingly successful.

The move to change constitutional amendment procedure has received complete approval in 13 states and has been approved by one or the other house in six other state legislatures.

The move to perpetuate the present apportionment of state legislatures has been approved by 15 legislatures,

Richard P. Davis, the ANG's associate director of research and information, has been designated to represent the Guild on an ad hoc committee created by the AFL-CIO's Industrial Union Department to combat three proposed "disunity" amendments to the U.S. Constitution.

The ANG's Philadelphia Convention expressed "unequivocal opposition" to the proposals, urging Guild members and locals to become alert to their dangers and to voice their disapproval to state legislatures.

In the accompanying article Davis describes the proposed amendments, the reasons for opposing them and the steps being taken to defeat them.

With partial approval in five more, the "super-court" measure has been approved in five states and partially approved in three more.

What damage to the nation do leading legal and legislative authorities see in the adoption of these amendments?

The "Court-of-the-Union" proposal creates, in Sen. Douglas' view, a "monstrous"—an unwieldy group of state politicians with power to overrule the U.S. Supreme Court. Through it, 26 judges representing a small minority of the American people could change the meaning of the Constitution.

The New York Bar group points out that creation of this new judicial body would mean that Supreme Court decisions could not become final until at least two years after their delivery.

The basic inspiration for all three amendments is seen in the one that would block reapportionment. Fred J. Cook, a former Guild member, laid bare the underlying motivation in an exhaustive article in the September issue of The Progressive.

He pointed to the Supreme Court's decision in the Tennessee reapportionment case, citing the fact that many state legislatures, dominated by rural political machines, had ignored specific mandates of their constitutions in reapportionment in order to conform with shifts in population. The court ruled that when state legislatures failed to act, federal courts could step in.

The reapportionment amendment represents the struggle of a group of predominantly rural legislators for their political lives, Cook declares.

But it is the proposal that would change the method of amending the Constitution that is considered the most dangerous of the three.

An amendment may now be proposed by two-thirds of both houses of Congress or by a constitutional convention.



Herblock in The Washington Post
"If You Don't Like This Situation, You Can Cast Your 20th Of A Vote Against It"

tion called by Congress on the application of two-thirds of the state legislatures. An amendment is approved when ratified by legislatures or conventions in three-fourths of the states.

The new method of proposing amendments would eliminate the constitutional convention. The Constitution could be amended without congressional action or national debate by the quiet passage of resolutions in 38 state legislatures.

What would this mean?

"Let us suppose," says Sen. Douglas, "that the 38 smallest states first proposed and then ratified the amendment. According to the 1960 census, they would include a little less than 40 percent of the population of the country. Within these states, in turn, 40 percent of the population elect a majority of the most representative branch of the legislatures."

"Thus legislatures representing 40 percent of 40 percent of the people—or only 16 percent—would be able to prescribe what would be in the Constitution. The people of the big industrial states would be left on the sidelines, bound by the decisions of others."

And what would result? Among other things, Sen. Douglas believes, the so-called "right-to-work" would be incorporated into a constitutional amendment. He also sees the possibility of abolition of the income tax and withdrawal from the United Nations.

U.S. Solicitor General Archibald Cox, who also addressed the IUD conference, feels that the amendment-changing proposal is a direct step back to the Articles of Confederacy, eliminating national debate. Cox believes that most state legislatures lack a national viewpoint and the necessary experience to be the sole judges of constitutional amendments.

Who is backing the "disunity" amendments, as they have been dubbed by their opponents? Principally, according to Cox, a group of right-wing elements. The proposals got off the ground at a meeting of the Council of State Governments—an organization of state legislators—in December 1962. The stimulus, says Cook, was anger over the Tennessee reapportionment decision, and the legislators approved the three proposals with enthusiasm.

They have gone through the legislative mill in a single winter, virtually without publicity.

Next year efforts can be expected to introduce the proposals in the regular sessions of legislatures in Alaska, Arizona, California, Colorado, Delaware, Georgia, Hawaii, Kansas, Kentucky, Louisiana, Maryland, Massachusetts, Michigan, Mississippi, New Jersey, New York, Pennsylvania, Rhode Island, South Dakota, Virginia and West Virginia.

What can be done by those who oppose these measures?

One important factor in the proposals' success to date, according to Cox, is that they have "flourished in the dark." Without publicity, they moved through the legislatures before any of their natural opponents took notice.

Thus the important countermeasure that Jacob Clayman, administrative director of the Industrial Union Department, hopes to apply is a spotlight revealing to the public the inherent dangers in these proposals. This will be the function of the IUD ad hoc committee, working with unions, church groups, civil liberties organizations and other groups.

Royce Hanson, of the Maryland Committee for Fair Representation, has pointed out that it is dangerous to assume that urban legislators will automatically speak out against the proposals if they don't realize that their constituencies are alarmed. He suggested that resolutions opposing the amendments be introduced in legislatures that are presently well-apportioned.

The opposition has been asleep. But the signs are that it is waking up.

Farson Urges Aid For Kingsport Strikers

Executive Vice President William J. Farson this week asked ANG locals to send financial aid to 1,600 union members on strike for six months against the Kingsport Press in Tennessee.

The Bookbinders, Pressmen, Stereotypers, ITU and Machinists have been on the picket lines since last March for new contracts. The book-publishing company has rejected the proposals of a mediator, has refused to have the dispute arbitrated and has declined to dismiss strikebreakers.

In a letter to all local presidents, Farson called for "all the financial and moral support we can muster to the aid of our brother unionists at Kingsport."

Farson cited an appeal by AFL-CIO President George Meany to all international unions and central labor bodies on behalf of the Kingsport strikers.

"The ANG does not often ask its locals to contribute to strikes outside the newspaper industry," said Farson, "nor does President Meany often ask for our help."

"But the magnitude of this strike and its location in the South—as well as the fact it involves our brothers and sisters of the printing-trades unions—make it vitally important that it be won."

Meany said the outcome of the strike against Kingsport will have "a profound effect on the future pace of union progress in the South."

The unions, he said, "were forced to strike against management policies which could no longer be tolerated by any self-respecting group of trade unionists."

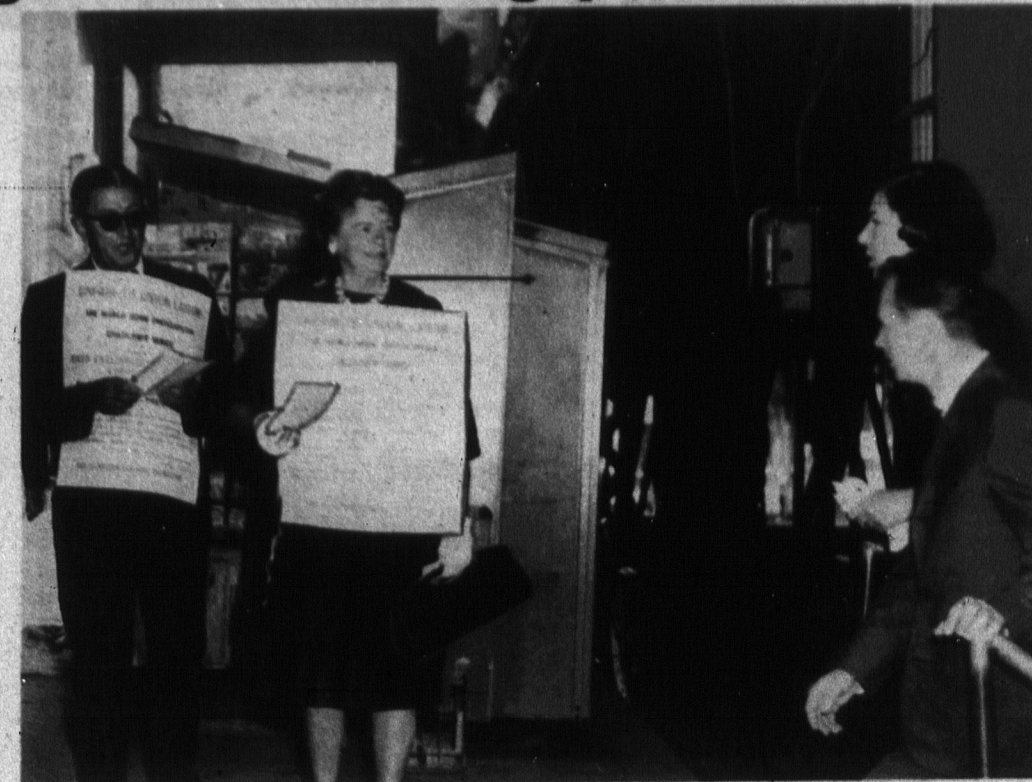
The five unions have "strained their resources to the utmost" in support of the strikers, Meany said, but the hardships being borne by Kingsport workers have gone "beyond the ability of their international unions to alleviate."

He appealed to all AFL-CIO affiliates for contributions to "aid in this assault on management paternalism which attempts to reduce unions to a position of impotence." Donations, he said, should be sent to the Allied Kingsport Press Unions, P. O. Box 1097, Kingsport, Tenn.

A third union leader, Vice President Walter Turner called for the establishment of "one great paper-trades and graphic-arts international union."

ITU President Elmer Brown, in a telegram to the convention, said the merger is "a necessity."

A third union leader, Vice



PICKETS AFIELD: Striking craft-union employees of the Kingsport Press post an informational picket line outside the main office of the Field Enterprises Educational

Corp. in Chicago. The book-publishing firm has continued to send its work to Kingsport despite a six-month strike at the Tennessee plant and a union appeal to put its work in fair plants.

Paperworkers Hear Pleas For Merger

Miami Beach, Fla.—An appeal for a merger of paper and printing trades unions into a single organization was heard by delegates to the 140,000-member United Papermakers and Paperworkers convention here last week.

Pressmen's Union Vice President Walter Turner called for the establishment of "one great paper-trades and graphic-arts international union."

ITU President Elmer Brown, in a telegram to the convention, said the merger is "a necessity."

A third union leader, Vice

President S. A. Stephens of the Pulp-Sulphite Workers, told the convention that steps toward merger should be taken "from the bottom up." He suggested that committees from his union and the papermakers name committees to consider a two-year trial period of working more closely together before submitting a merger proposal for ratification.

Turner said the Pressmen and Papermakers are "blood brothers," dealing with many of the same employers and the same problems, including the trend toward domination of the industry by a few big employers.

UPI Guildsman Sent To Aid Guiana Unions

Wire Service Guildsman Gene Meakins left last week for British Guiana, where he will provide public-relations assistance to the Trades Union Congress under a cooperative arrangement with ANG.

Meakins is on a six-month leave from the Denver Bureau of United Press International. He has been designated a representative of the Inter-American Federation of Working Newspapermen's Organizations following an AFL-CIO request that ANG provide a competent newspaper unionist to fill the post.

The Guiana Trades Union Congress was involved during the summer in a general strike over Prime Minister Cheddi Jagan's attempt to enact a labor law that would have given the government complete control of the trade union movement. The strikers forced Jagan to withdraw the law.

Meakins served as team manager for a group of Brazilian newspaper unionists who visited the United States during the summer. He is a member of the Wire Service Guild's UPI national committee.

Schick To Direct Turkish Seminar

Philadelphia, Pa.—David S. Schick, administrative officer of the Greater Philadelphia Guild, will put his collective-bargaining talents at the service of Turkish newspapermen next month.

Schick will travel to Istanbul to conduct a week-long bargaining seminar sponsored by the International Federation of Journalists. It is scheduled for late October.

Ronald A. Watts, ANG international affairs representative on loan to the IFJ, will assist in the seminar.

Guild Briefs

Elizabeth, N. J.—A check artist working the New York metropolitan area has obtained more than \$100 on the good name of the "Elizabeth Newspaper Guild"—which transformed itself into the North Jersey Guild in 1959.

The North Jersey Local has been notified that two checks, for \$40 and \$67.32, were passed in a Brooklyn restaurant and a Perth Amboy bank.

Guild checks must bear authorized signatures of two officers. Since the bad checks had

only one signature—that of an unknown "Richard Bailey"—neither was honored by the Guild's bank.

Local officers surmise that a checkbook was lost or stolen at least five years ago and is now being used by a check passer.

New York City—The New York Guild has awarded 25-year pins to 506 members in the largest ceremony of its kind the Guild has ever held.

To The 'Experts In Their Fields'

Guild members and other newspaper unionists received a salute from the AFL-CIO Sept. 20 at the close of federation commentator Edward P. Morgan's highly radio broadcast.

The banquet was bestowed on the eve of the 179th anniversary of the nation's first daily newspaper.

"Starting from a one-man operation," said the statement, "today's dailies require thousands of knowledgeable men and women—experts in their fields. Typesetters, pressmen, machinists, photoengravers and reporters all play an important part in today's daily newspaper."

"On the eve of this anniversary, the men and women of the AFL-CIO salute their brothers and sisters—the thousands of union mem-

bers whose work and skill make possible the newspapers which perform a service indispensable in a democracy."

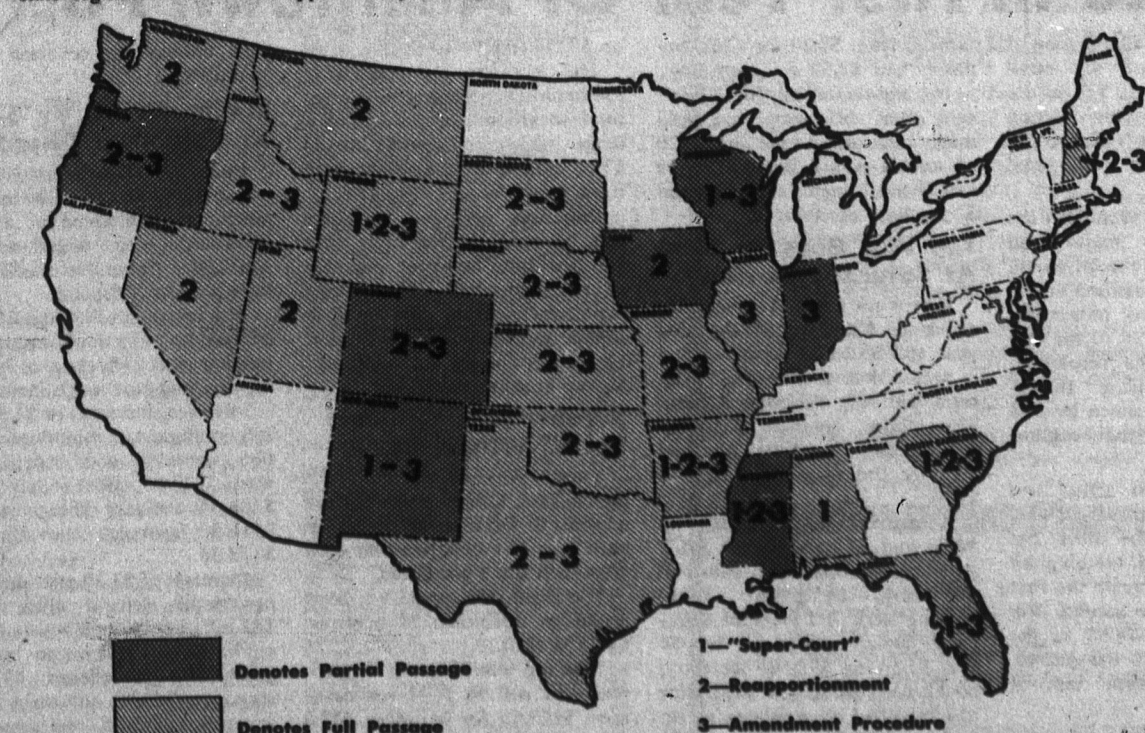
Most of those who received quarter-century pins joined the Guild in 1937, when the ANG opened its ranks to commercial employees. A scheduled 1962 ceremony was cancelled because of last winter's newspaper strike.

Boston, Mass.—James J. Kelley has resigned as administrative secretary of the Boston Guild. The Local is seeking a successor.

Kelley, a former state labor relations commissioner, had held the administrative post since February, when he replaced John H. Thompson.

Allentown, Pa.—ANG Secretary-Treasurer Charles A. Perlik, Jr., and International Vice President Daniel A. McLaughlin led a panel discussion on the development of leadership at the Middle Atlantic District Council's fall meeting here Sept. 14 and 15.

The Middle Atlantic Council will join with the Empire State Council for a joint ANG leadership training institute at New York Guild headquarters Dec. 7 and 8. Automation is scheduled to be the topic.



PROGRESS OF DISUNITY: Map demonstrates how extensively the three "disunity amendments" have progressed in less than a year. The numbers indicate which amendments have been introduced in each state; the shading shows whether they have gone through one or both houses of the legislature. In Illinois, the reapportionment amendment has gone through one house.

Unofficial GR Election Tally

Returns from 67 locals representing 97 percent of the eligible voters in balloting for international vice presidents at large

Local	Debon	Mastrullo	Muldowney	Rieger	Schlewe	Wical	Wing
Akron	54	55	13	58	53	55	53
Albany	64	83	83	69	15	71	82
Baltimore	4	4	3	2	6	6	4
Boston	398	145	363	194	309	339	356
Brooklyn	26	20	24	22	22	17	25
Buffalo	42	41	43	45	45	40	43
Canadian Wire Service	79	47	58	56	50	57	49
Chattanooga	19	11	16	16	18	18	16
Chicago	158	77	151	168	311	183	160
Cincinnati	115	234	119	114	88	106	87
Cleveland	183	214	211	224	166	329	129
Columbus	15	91	14	16	16	92	13
Denver	101	50	96	93	71	88	72
Detroit	144	123	126	131	140	126	107
Erie	81	80	73	78	57	75	59
Gary	33	8	33	33	35	30	32
Great Falls	27	12	19	21	28	19	26
Greensboro	11	10	11	10	11	11	12
Hammond	9	6	8	8	36	32	6
Hampton Roads	8	8	9	3	9	9	8
Hawaii	57	47	57	55	58	49	56
Hudson County	22	19	22	22	22	10	21
Indianapolis	43	41	42	9	43	41	42
Kingston	28	25	27	25	12	26	28
Knoxville	41	40	41	42	43	40	5
Lehigh Valley	2	9	9	9	9	8	8
Lima	41	48	34	48	39	48	22
Los Angeles	176	137	152	157	165	149	172
Lynn	8	10	9	9	8	9	7
Massillon	18	18	19	18	3	17	18
Memphis	185	182	188	182	60	179	113
Montreal	182	181	183	184	19	177	179
Newburgh-Beacon	4	5	4	5	5	5	2
New York	2,884	551	2,864	2,857	2,840	2,804	2,778
North Jersey	68	86	96	86	88	87	80
Ottawa	124	46	53	59	55	37	53
Pawtucket	33	4	32	33	33	32	31
Peoria	26	96	38	34	40	35	22
Philadelphia	123	158	174	167	168	150	164
Portland, Me.	72	51	66	60	64	51	66
Portland, Ore.	28	23	24	25	14	22	30
Providence	4	3	6	5	4	5	4
Pueblo	51	33	38	46	45	47	50
Rochester	32	30	31	5	32	32	27
Rockford	20	14	15	19	19	16	19
Sacramento	26	18	25	23	25	18	46
St. Louis	349	407	440	441	441	403	207
Salem	22	20	23	24	22	16	21
San Antonio	60	52	61	48	69	59	57
San Diego	38	32	36	41	29	30	42
San Francisco-Oakland	260	222	254	246	233	215	381
San Jose	18	5	6	6	19	15	8
Scranton	48	33	49	38	50	48	41
Seattle-Tacoma	344	325	340	137	328	323	343
Sioux City	34	36	34	25	36	35	17
Stockton	72	58	71	42	65	61	75
Toledo	138	63	79	232	83	132	69
Toronto	1,036	418	679	464	505	591	690
Twin Cities	62	64	55	57	63	55	46
Utica	7	7	7	1	7	7	6
Vancouver-New Westminster	379	198	286	281	340	326	266
Washington	143	134	133	126	184	180	45
Wilkes-Barre	110	114	108	110	110	39	113
Wire Service	349	319	376	258	321	307	351
Woonsocket	16	15	15	17	15	15	15
York	38	34	39	36	40	34	25
Youngstown	3	16	2	15	6	16	3
Totals	9,395	5,706	8,815	8,190	8,365	8,704	8,283

AP, UPI Gain Networks' OK

News executives of two major radio-television networks say they're satisfied with the news coverage they get from Associated Press and United Press International and don't need a special news service of their own.

NBC and CBS officials told Editor & Publisher that Federal Communications Commission Commissioner Lee Loevinger's proposal for such a broadcaster's wire service (GR, Sept. 13) was "utter nonsense."

Loevinger had claimed that AP and UPI news is tailored to newspaper needs and that broadcasters have voiced complaints about them.

Herbert Kamm, a leader of the New York Guild's strike against the World-Telegram & Sun in 1950, has been appointed managing editor of the paper.

Kamm, a former member of the Guild's Representative Assembly, was promoted from assistant managing editor. He has written extensively for magazines and is co-author of the "Junior Illustrated Encyclopedia of Sports."

International Vice President Edward Easton, Jr., has been shifted from assistant city editor to picture editor of the World-Telegram.

Joseph L. Lipper, former Sacramento Guild president, has

been named assistant to the president of the Aerojet-General Corp., with over-all responsibility for public relations activities. Thomas H. Sprague, former Stockton Guild treasurer, who has been Washington public relations manager for the same firm, is the new corporate manager of public relations.

Frank Drea of the Toronto Guild, one of the first two Canadians to join the ANG's Heywood Broun Award, has left his post as labor reporter and columnist for the Toronto Telegram to join the Canadian public relations staff of

the United Steelworkers as assistant to Director Murray Cotterill.

William Chapman and Alan Desoff, Washington Post reporters, have been honored for "excellent reporting of public affairs" by the American Political Foundation.

Paul Miller, chairman of the Tri-Cities Unit of the Memphis Guild, has been promoted to retail advertising manager of Tri-Cities Newspapers Inc. Miller was originally chairman of the committee that bargained an initial Tri-Cities contract in Florence, Ala.

Industry, Unions Parley

(Continued from Page 1)

In a statement that discussion centered on clarification of bargaining objectives and means of improving the bargaining atmosphere, the differing interests and needs of publishers and unions, interunion jurisdictional disputes, proposed union mergers, ways to minimize strikes and lockouts and the effects of automation.

Although the conference was exploratory and there was no attempt to arrive at decisions, ANG Executive Vice President William J. Farson said he believed "both unions and management came away with a more realistic understanding of collective-bargaining problems and procedures—new and old—in the newspaper industry."

"There was a feeling among participants on both sides of the table that similar meetings in the future might be even more helpful," Farson reported.

Farson said the establishment of a "labor-management institute" was not among the topics discussed at the conference despite a press report to that effect.

The conference was led by Dr. Kerr, president of the University of California, and Sam Kagel, a San Francisco attorney and arbitrator.

Union participants, besides Farson, were James H. Sampson and Frank Creamer of the stereotypers; Harold Gibbons, teamsters; Anthony J. DeAndrade and Al Rohan, pressmen; Elmer Brown and Joseph Bailey, printers and mailers; and William J. Hall and Daniel Streeter, photengravers.

Management participants were: C. R. Hulsart of the New York Times; Charles D. Theriot, San Francisco Chronicle; Thomas V. H. Vail, Cleveland Plain Dealer; Irwin Maier, Milwaukee Journal; Paul Miller and George Dastych, Gannett newspapers; Gerald W. Siegel and Lawrence W. Kennelly, Washington Post; Joyce Swan, Minneapolis Star & Tribune.

Frederick Chait, Philadelphia Inquirer; Russell Stewart, Chicago Sun-Times and Daily News; Charles Mayer, Hearst Corp.; Fred F. Rowden, St. Louis Post-Dispatch; Miss Eleanor McClatchy, McClatchy newspapers; Earl D. Baker, Scripps-Howard newspapers; Peter B. Clark, Detroit News; and Roger P. Talma, Boston Herald-Traveler.

5 Incumbents, Wical Elected To IEB Posts

(Continued from Page 1)

cover-New Westminster will also join the board at that time. McLeman was chosen without opposition at the Guild's annual convention in July to replace Eric R. I. Cawdron of Ottawa, who decided not to seek re-election as Canadian regional vice president.

President Arthur Rosenstock, Executive Vice President William J. Farson, Secretary-Treasurer Charles A. Perlik, Jr., and regional vice presidents Daniel A. McLaughlin of North Jersey, Richard Lane of Memphis, James B. Woods of St. Louis, Robert J. Hickey of San Jose and Edward Easton, Jr., of New York were re-elected without opposition at the convention.

Local Copy

A PAGE FOR OFFICERS AND STEWARDS

Arbitrations

Assault Costs Job But Not Severance

York, Pa.—Throwing a paste pot at a fellow worker and following up with a punch may be sufficient cause for an employee's discharge. But it doesn't entitle the company to deprive him of severance pay if the contract doesn't provide for such a penalty.

That was the ruling handed down by arbitrator Nathan Cayton in a recent case involving a librarian at the York Dispatch.

The company claimed that the employee's display of violence constituted "gross misconduct" and forfeited his contractual right to severance pay.

ANG Contracts Secretary Stephen Ripley, who argued the case for the York Guild, maintained that the employee was entitled to dismissal pay under a severance clause that contained no exceptions or exclusions.

Cayton agreed with the Guild, declaring that the contract "created on the part of the employer an obligation, not hedged about by exceptions, to pay to any employee dismissed a stated amount of money."

Union noted the company's argument that the employee "should not be permitted to benefit by his own wrongdoing." But he declared:

"Practically, because of his wrong, he has suffered the ultimate penalty of permanently losing the right to work for this company. The additional penalty of loss of severance pay cannot be imposed, because the contract does not authorize it."

Absence Of Warnings Overturns Dismissal

Erie, Pa.—An arbitrator has ruled that the Erie Daily Times was unjustified in discharging a society writer on grounds of incompetence since it had failed to attempt any "corrective meas-

ures" prior to dismissal.

The arbitrator, Harry J. Dworin, ordered the writer restored to the Times payroll despite the fact that he found some support for management's claim that her work performance was poor and that she had demonstrated a lack of cooperation.

He conceded that the employee's work had deteriorated, and that her shortcomings were sufficient to cause the publisher "justifiable concern." But they also should have prompted "reasonable discipline of a corrective character," he said, before discharge.

Dworkin cited the absence of any written warnings or prior disciplinary action during the writer's 12 years of employment. He declared:

"An employee should be permitted an opportunity to respond to corrective measures and guidance before a decision is justified that the employment relationship should be terminated. . . .

"A constructive remedy, not reprisals, is ordinarily regarded as adequate to correct the quality of an employee's performance."

"In the instant case, the arbitrator does not feel that the grievant was accorded a reasonable opportunity to be apprised of her shortcomings and to correct them. . . ."

Dworkin conceded that another employee who was assigned to duties following her discharge had demonstrated greater aptitude. But he added:

"The fact that another employee can perform a job more efficiently, and with greater skill and competence, would not warrant the conclusion that an employee of 12 years seniority, who is reasonably competent, is subject to termination by way of discipline."

Salary Floor Due To Rise For Overtime Exemption

Employers will have to meet higher salary standards henceforth to exempt their executive, administrative and professional employees from federal overtime-pay provisions.

The exemptions are those allowed by federal law and do not supersede union contractual requirements.

Effective Sept. 30, the Labor Department has imposed the following increases in minimum pay requirements for overtime exemption:

► From \$80 to \$100 a week for executive employees and from \$95 to \$100 a week for administrative employees.

► From \$95 to \$115 a week for professional employees.

► From \$125 to \$150 a week for employees who are allowed to qualify for exemption under relaxed job standards governing the three categories.

In Puerto Rico, the new qualifying minimums are \$75 a week for executive and administrative employees, \$95 for professional employees and \$150 for employees governed by relaxed standards.

The ANG testified at a Labor Department hearing prior to issuance of the new regulations, urging that the minimum pay requirements for overtime exemption be increased to \$125 for executive employees and \$150 for administrative and professional employees.

The Guild, while supporting an AFL-CIO proposal for a \$200 minimum for employees allowed to qualify under relaxed job standards, urged that this category be abolished altogether. It stated that relaxed standards permit "excessive hours of ordinary production work without overtime compensation."

Day Book

ACTIVITIES

FOI District Council regular meeting, Oct. 15-16 in Cleveland in conjunction with 30th anniversary of Guild's founding.

International Executive Board, 2nd meeting, Oct. 16-18 in Cleveland to mark Guild's 50th anniversary.

Third Annual Convention, Associated Newspaper Guilds, Lafayette Hotel, Long Beach, Calif., July 15-17.

L.A. Times, With \$6-Million Profit, Buys Firm Yielding 1/2-Million More

The Times-Mirror Co. of Los Angeles, which earned more than \$6 million last year, has acquired a book-publishing company which can be expected to increase Times-Mirror profits by another half-million dollars annually.

The World Publishing Co. of Cleveland and New York, the nation's largest publisher of Bibles and its second largest publisher of dictionaries, has become Times-Mirror property at a reported price of \$13,500,000.

Times-Mirror last year reported net income of \$6,224,837 on revenues of \$145,810,341, almost \$800,000 above 1961 earnings of \$5,476,822 on revenue of \$126,374,499.

World Publishing last year reported net earnings of \$532,943 on net sales of \$14,169,046.

Times-Mirror reported earnings of \$8,907,460 for the first 28 weeks of 1963. They included a profit of \$4,589,001 from the sale of its non-network Los Angeles television station KTTV for \$10,390,000.

Meanwhile, Cowles Magazines and Broadcasting Inc., whose properties include Look and the San Juan Star, reported earnings for the first six months of 1963 of 44 cents per share.

No comparison with last year was made, since the company has recently acquired the Gainesville (Fla.) Daily Sun, Family Circle magazine and a Memphis radio-television station and has incorporated earnings of the Star Publishing Corp., which publishes the San Juan paper.

Hearst Consolidated Publications has reported improvement in its first-half position over the same period last year.

Hearst listed a decreased loss of \$4,102,000 for the first half, despite the shutdown of the New York Journal-American during last winter's New York newspaper strike. In the first six months of 1962 it lost \$4,569,000.

Survey Shows Big Variation In Outside Circulation Jobs

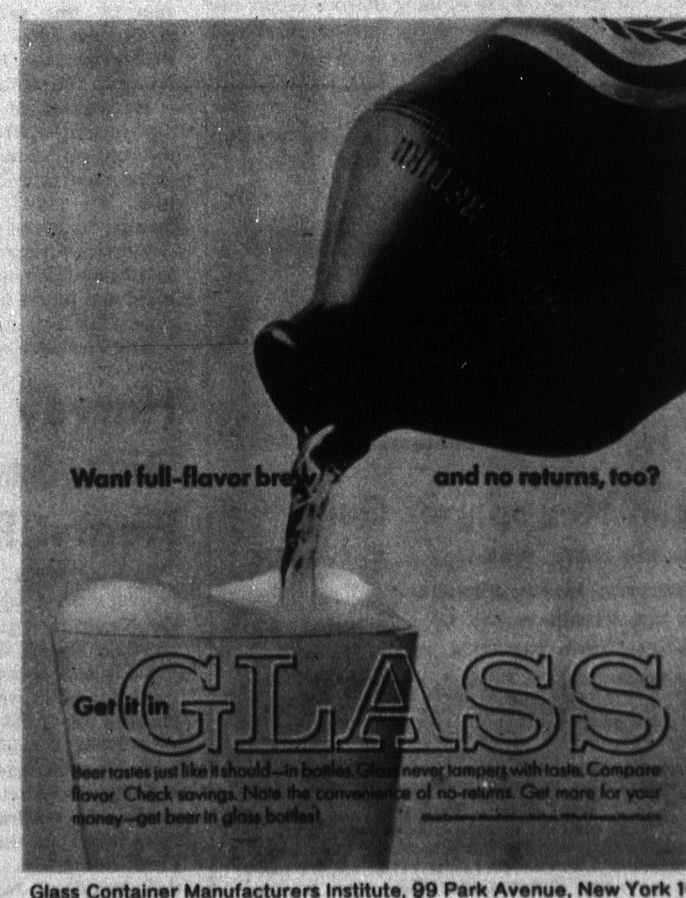
The preliminary results of a survey of outside circulation jobs under ANG contract have confirmed that these jobs vary more widely from paper to paper than those in any other department under Guild jurisdiction.

A summary of answers from questionnaires returned by 21 locals with contracts covering outside circulation departments has been distributed to all 39 locals with such contracts.

The survey is designed to provide comparisons that local bargaining committees can use in their efforts to achieve parity for key circulation classifications with jobs in editorial and advertising departments.

The Research and Information Department is asking locals that have not provided the information to do so promptly. It expects to issue final results of the survey in October.

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



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

EDITORIAL

Time To Act

Majority rule is a principle that should not need defense in the United States today.

But apparently it does, for an effort is being made to establish minority rule through the three "disunity amendments" to the U.S. Constitution described in a feature article on Pages 4 and 5 of this issue.

These amendments would prolong rural domination of many legislatures indefinitely, make it possible for representatives of some 16 percent of the nation's population to amend the Constitution, and terminate the Supreme Court's role as final judicial arbiter for the nation.

If there were any doubt on moral grounds why the Guild should be concerned over these amendments, it should be noted that more than 75 percent of the Guild's U.S. membership (exclusive of the Wire Service and Washington locals) lives in the 12 most populous states, whose wishes in the consideration of constitutional amendments could be ignored under one of the "disunity" proposals.

As a union, we should be particularly aware of the dangers. In the view of the chief opponents of the amendments, one virtually certain product of the change in amendment procedures would be the passage of a so-called "right-to-work" amendment.

The amendments have thus far flourished in a total absence of publicity. The Philadelphia Convention expressed ANG's "unequivocal opposition to such retrogressive proposals" and urged its members and locals to express their disapproval to their legislators. The time to do so is now.

A Strange Recruit

Conservatives, who were never able to enlist Sen. Estes Kefauver in their ranks during his lifetime, are trying to recruit him posthumously.

Inspired by a newspaper column that claimed the Tennessee senator was converted to the cause of anti-unionism just before he died Aug. 10, they have taken to painting him as a knight whose crusade against labor "monopoly" was nipped in the bud only by death.

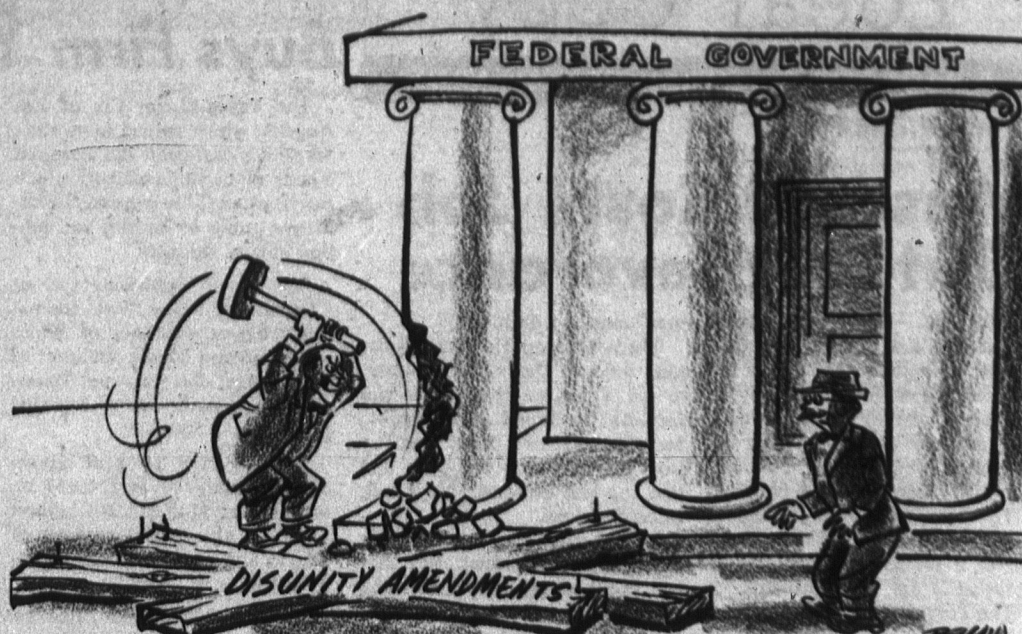
The column contended, with little substantiation, that Kefauver was planning an investigation of labor by his Senate Antitrust Subcommittee with a view to bringing unions under the antitrust laws.

Rebuttals were swift. Kefauver, a longstanding foe of such proposals, had reiterated his opposition to them as late as June 27, it was pointed out. No one on Kefauver's staff knew anything about the supposed plans for an investigation, and his chief aide fired off a prompt denial. But the conservatives were not to be deprived of a new hero.

Three days after the report was published, a Republican representative from Tennessee called for implementation of the antilabor investigation as "a fitting tribute" to Kefauver. Conservative newspapers have taken up the theme.

Nothing is impossible, of course. We're running down a report that Barry Goldwater is planning to join Americans for Democratic Action.

'These Ought To Support It Just As Well'



WASHINGTON WINDOW

Technological Progress:
Is The Price Always Right?

By PRESS ASSOCIATES

Does all automation, every instance of technological change represent progress?

We have come to accept the general concept that the changes automatically bring with them the hope for a fuller life for individual citizens and for a stronger and more prosperous nation.

Is this a rigid, unvarying rule? If there are exceptions, what are they?

In recent months more and more authorities on the subject have been raising questions and voicing doubts. They appear to be wondering whether a line should be drawn indicating that at some point automation ceases to be a process for the social good, for human betterment, and becomes an end in itself.

President Kennedy himself wants a more profound consideration of this problem, and he spelled out some of his concerns in his message to Congress relating to the railroad dispute.

He announced that he intends "to appoint a Presidential Commission on Automation of the ablest men in public and private life." He asked that this commission "undertake the most comprehensive review of this complex and many-sided subject ever ventured and report no later than the close of next year."

The President openly wondered

whether the gap between technological change and the price that is paid in human terms might not be growing too great. He quoted the Presidential Railroad Commission, which declared that "revolutionary changes even for the better carry a high price in disruption (that) might exceed the value of the improvements."

House Majority Whip Hale Boggs has given vent to some of his own alarm in this area. He said:

"It is commonplace to say that today's world is growing swiftly. I am afraid many of the people who say this, however, are still

Willard Shelton, whose Washington column usually occupies this space, is on vacation. His column will be resumed in the next issue.

unaware of just how fast the automation pace is and how much it will influence our lives.

"We have grown up in a world where work is the accepted role of most human beings. It is almost inconceivable to imagine a world in which most of us did not spend our most productive hours earning our daily bread.

"Yet the time has come, in selected pockets of U.S. industry, where machines do the real work and man is only a caretaker. His work is negligible as to what is accomplished.

"And the machines are getting more competent all the time they are gobbling up at a tremendous rate the work humans used to do.

"It appears to me that the tide of industrial revolution is engulfing us, yet the force of the tide is felt chiefly by those in industry dealing with it."

The Congressional leader has called for a White House Conference on Automation.

An article in Life magazine by Keith Wheeler points out that "while automation promises a fuller life for most people some day—if it can be understood and controlled—it offers no comfort to human beings caught right now

in the undertow of the technological tide."

Wheeler describes some of the new robots currently being employed to replace workers, adding:

"What, then, does all this mean to the muscles and hearts and minds of men who not only need to work in order to live but also, by sons of instinct, have been conditioned to understand that they need work for the sustenance of their souls?"

He asked John I. Snyder, Jr., chairman of the board for U.S. Industries, what he felt was happening to people. Snyder replied:

"It means they are out of work. Optimists like to compare this to the industrial revolution—but the analogy is wrong. People got hurt then because we were breaking out of an agrarian society to build an industrial society.

"Today we live in an industrial society, but with these new tools, we are obsolescing not only our conventional machines but modern men, as well. The industrial revolution created jobs. Now we're using sophisticated machines to destroy jobs."

To which Wheeler asks: "When you destroy the job, do you also destroy the man?"

Speedup Seen
In AP Firings

New York City—The Wire Service Guild is going to arbitration to defend the jobs of three Associated Press photo printers who AP says are casualties of automation.

The Guild says they're the victims of a speedup attempt and has demanded their retention.

The three were given dismissal notices effective Oct. 19 following the installation of automatic darkroom equipment. AP contended that they are no longer needed, but the Guild found the new machinery imposed an additional work load rather than a reduced one.

The Guild Reporter

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

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September 27, 1963

American Newspaper Guild

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

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EXECUTIVE VICE PRESIDENT: WILLIAM J. FARSON

SECRETARY-TREASURER: CHARLES A. PERLIN, JR.

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INTERNATIONAL REPRESENTATIVES: J. Ed Allen, Edna Berger, Robert E. Bruner, Robert Christofferson, Charles Dale, Brian E. Higgins, Fred Jones, Loel Schrader.

Harvey Kelly
Dies; Served
Hearst Press

Spokane, Wash.—Harvey Kelly, retired general labor counsel for the Hearst newspapers, died this month at the age of 77.

Kelly was Hearst's chief negotiator for many years in bargaining with the Guild. He had served as a labor consultant to Hearst since his retirement a decade ago.

Kelly was secretary-manager of the Pacific Northwest Newspaper Association in the early 1920s. Later he served as chairman of the American Newspaper Publishers Association's special standing committee on labor relations for 10 years.



BREAKING NEW GROUND: ANG Executive Vice President William J. Farson, left, joins IUE President James B. Carey, center, and Victor Reuther, administrative assistant to UAW President Walter P. Reuther, in turning the first shovelful of earth for a \$1.5 million addition to the IUE's Philip Murray Building in Washington, where ANG international headquarters are located. It will double the building's size when completed late next year.

Guild Gets \$38,000 Mellett Stock; Press-Responsibility Study To Start

The Lowell Mellett bequest of more than \$38,000 in stocks to finance an ANG study of how press responsibility can be fostered without impairing press freedom has been turned over to the Guild after a delay of more than three years.

A certificate for 1,884 shares of Scripps-Howard Investment Co. stock was received this week from attorneys for the Mellett estate. Its transmission had been held up by a dispute over estate taxes.

Receipt of the stock, valued at \$38,622, will enable ANG to implement a year-old program to carry out the intent of the bequest. Both immediate and long-range steps are planned to implement its terms.

Mellett, a Washington Guild member at the time of his death in 1960, bequeathed the stock to ANG with instructions to use the proceeds to help solve the

mounting problem of reconciling the press' public responsibility with its constitutionally guaranteed freedom.

Under action authorized a year ago by the International Executive Board, the stock will be sold to the ANG's International Defense Fund at its appraised value of \$38,622. The proceeds will be put into a special Mellett Fund account.

Accumulated dividends, amounting to \$7,223, will be added to the fund when they are received. Their transmission is being held up pending a second accounting of the estate.

The IEB decision calls for using the fund as a nucleus to attract additional grants in order to develop a wide-ranging program.

Executive Vice President William J. Farson said receipt of the stock will enable the Guild to take the first step in that program—

the employment of a full-time staff member for an initial one-year period. The quest for someone to fill the position will be undertaken promptly, he said.

The staff member, who will be paid largely from the accumulated dividends, will have a twofold task: To undertake immediate specific actions in accordance with the bequest and to develop a long-range program and additional sources of income to implement it.

Among the areas of immediate activity contemplated are press performance in relation to national security, the problem of courtroom photography, the effects of newspaper monopoly, and journalistic standards.

Long-range exploration will include the feasibility of a national press council or similar agency that would concern itself with the twin problems of press freedom and responsibility.

Vote Hits Record Low

6 IEB Election Victors Certified

The International Election and Referendum Committee has certified the election of Jack Dobson of Toronto, George M. 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 to the International Executive Board.

Only 42 percent of the 28,132 eligible voters cast their ballots in the voting for six at-large vice presidents. It was the poorest biennial election turnout in ANG history, higher only than the off-

year election for a single vice presidency in 1962, when 40 percent voted.

The official count, including votes from 12 locals not tabulated

Election Tabulation . . . Page 6

in the Guild Reporter's unofficial tally but disqualifying three locals that had reported to the Guild Reporter, did not change the order of finish reported in the last GR. This was the official tabulation:

Jack Dobson	9,591
George M. Muldowney	9,011
Noel Wical	8,884

Marshall W. Schiewe	8,523
Harvey H. Wing	8,375
Kenneth E. Rieger	8,356
Michael Mastrullo	5,868

All of the winners are incumbents except Wical, who will replace Mastrullo when the IEB meets next week in Cleveland.

Only 11,720 ballots were officially listed in the tabulation of votes cast, although at least 79 more were counted. The Canadian Wire Service Guild, which recorded 79 votes for the top candidate in local balloting, failed to

(Continued on Page 2)

Strike Financing, Automation Top Board's Agenda

The ANG's International Executive Board will act to implement Convention recommendations on automation, strike financing and employment discrimination in the newspaper industry when it convenes in Cleveland for its fall meeting next week.

The board's first meeting since the ANG's July Convention is being held in Cleveland to mark the Guild's 30th anniversary.

The IEB is scheduled to appoint a study committee to review "all aspects of ANG strike-lock-out benefit policy," in accordance with Convention mandate.

The Convention authorized the IEB to appoint the committee to study possible changes in the ANG's assessment schedule, the base for paying strike-lockout

Job Protection Seen Guild's First Automation Goal . . . Page 3

benefits and the prerequisites for benefit eligibility. The committee's report will go to the Guild's 1964 Convention next July in Long Beach, Calif.

The Board is also expected to implement convention recommendations on automation to meet a growing newspaper-industry problem. The Convention, in authorizing a "study in depth" of the problem, warned that the protection of its members' jobs must be the Guild's "overriding concern."

Before weighing the automation problem, the board will view slides demonstrating the operation of the Los Angeles Times' computer system, the most advanced of its kind in the newspaper industry.

The board will also consider ANG and local action to implement a convention-authorized program to eliminate employment discrimination in the industry.

The Convention called for conferences with publishers on both the local and national levels to draft a joint antidiscrimination program, and recommended that locals utilize informational picket lines and peaceful demonstrations with civil-rights groups, if necessary, to end employment bias.

A Convention recommendation on assessment exemptions in organizing campaigns and proposals for ANG participation in a fund campaign for the Eleanor Roosevelt Memorial Foundation will also come before the board.

Two new board members, Noel Wical of Cleveland and William

(Continued on Page 2)

Guild Upheld As NLRB Limits Call-Post Vote

Cleveland, Ohio—The Cleveland Guild's position that only Cleveland employees of the strike-bound Call & Post should be included in an editorial-department representation election has been upheld by the NLRB. It scheduled the election for late yesterday afternoon.

The ITU has been on strike since Aug. 27 at the Negro weekly, seeking recognition. The Guild has been observing the picket line.

The NLRB decision eliminated from the voting unit four employees who worked exclusively in the Call & Post's Columbus and Cincinnati offices. Ten Cleveland employees will be eligible.

Philip Fusco, NLRB regional director, based his decision on

the fact that the downstate employees operate with considerable autonomy, on the offices' wide geographical separation, and on the absence of any bargaining or organizing history on a statewide basis.

Hearings on the ITU's representation petition for mechanical-department employees were concluded Oct. 1. The four days of hearings were complicated by a Photo-Engravers Union protest that the ITU was invading its jurisdiction, although the Photo-Engravers did not claim to have organized members at the Call & Post.

The Call & Post's Cleveland edition was suspended after Sept. 21 but the Columbus and Cleve-

(Continued on Page 2)

Nearing 30, ANG Gives A Party

Cleveland, Ohio—The genesis of the American Newspaper Guild here 30 years ago will be celebrated next week when the ANG's International Executive Board gathers in Cleveland for its fall meeting.

The board, which normally meets in Washington, will convene here for a program marking the 30th anniversary of the ANG's birth during the depth of the depression.

It was 30 years ago next Thursday that the fledgling Cleveland Guild, ANG's Local 1, adopted a resolution to affiliate with newspaper guilds in other cities "to the end that a national association may be formed."

The ANG was formally founded in Washington two months later.

Next Tuesday the event will be commemorated at an anniversary luncheon in the Sheraton-Cleveland Hotel, where the IEB will hold its meeting.

Officers and executive-committee members of the Cleveland Guild, former Cleveland members of the IEB, and leaders of the Cleveland labor movement are among those who have been invited to participate in the ceremonies, sponsored by ANG.

ANG President Arthur Rosenstock, Patrick J. O'Malley, president of the AFL-CIO Federation of Labor, and Robert Bordner, a founding member of the Cleveland Guild, will address the luncheon. Bordner was a member of the Guild's original executive committee and still serves on it.

Earlier in the day, William M. Davy, veteran executive secretary of the Cleveland Guild, will install the new IEB.

The ANG anniversary will be noted on TV Station WEWS.

(Continued on Page 2)

Labor Briefs

President Kennedy envisions a shorter work week as a result of automation.

Speaking at Whiskeytown, Calif., during his five-day conservation tour, the President declared that "as machines take more and more of the jobs of men, we are going to find the work week reduced."

And Ontario Labour Minister H. L. Rowntree predicts the work week will be reduced by at least a third during his lifetime. Automation, he told a Toronto Kiwanis meeting, will result in more goods but fewer working hours.

New York's Gov. Nelson A. Rockefeller doesn't see eye-to-eye with his brother, Winthrop, on "right-to-work" laws.

Winthrop told a recent gathering in Oklahoma that the compulsory open-shop law had helped Arkansas. But Nelson issued a public statement declaring that such laws "weakened collective bargaining and would tend to undermine the basis of existing labor relations."

The consumer price index maintained its record level of 107.1 during August, the Labor Department reports. Food prices fell, but transportation and recreation costs rose to keep the index at an all-time high.

At the same time, the average take-home pay of U.S. factory workers dropped for the second consecutive month, declining 81 cents to \$98.42.

Members of the Philadelphia Symphony Orchestra are the latest to reach the Guild's \$200-a-week wage goal.

The orchestra's 106 members attained that figure with a \$10 wage increase negotiated by the American Federation of Musicians. Their new contract also contains an unprecedented guarantee of 52 weeks' pay for the musicians, whose season sometimes lasts only 30 weeks.

Canada's trade-union membership increased by almost two percent during 1962, according to figures released by the Canadian Labour Department.

Total membership of 1,449,200 at the start of 1963, was 26,000 more than the previous year. Seventy-five percent belonged to unions affiliated with the Canadian Labour Congress.

It Seems To Us

Mastrullo Voices Thanks To Election Supporters

CINCINNATI, OHIO—Editor: To the membership of the American Newspaper Guild who supported me in the recent election for vice president at large, my sincere thanks and gratitude.

My congratulations to the elected officers, and may their tenure in office be long and successful. I shall always be grateful for being given the opportunity to serve the membership of the American Newspaper Guild as a member of the International Executive Board. The knowledge and experience I acquired while serving on the board has been and

Six IEB Winners Certified In Record-Low Vote

(Continued from Page 1)

list the number of ballots cast. Ten locals—Battle Creek, Bay City, Cumberland, El Paso, Eugene, Hazleton, Kenosha, Lansing, Manchester and Muskegon—had no eligible voters because none of their members were reported in good standing by the Aug. 15 deadline.

Four other locals with a total of 202 eligibles were disqualified, three of them—Bridgeport, Pueblo and San Antonio—because of

Changes Urged In Voting Dates

The International Election and Referendum Committee has recommended changes in constitutional procedures for ANG voting in order to allow it greater flexibility in setting the dates for balloting.

The committee urged the International Executive Board to recommend convention action that would change the final date for mailing ballots and eligibility lists from Aug. 31 to the second Monday in September and that would permit the voting period to start from 15 to 30 days after the mailing instead of no later than 22 days.

The committee pointed out that the Aug. 31 date, combined with the 22-day time limit, produces a voting period that usually embraces the Jewish holidays, and also frequently forces the IEB to meet during the Labor Day weekend.

The council will consider the problems posed by automation, visiting a plant to observe the operation of an RCA 301 computer, witnessing slides on the computer's operation at the Los Angeles Times and hearing ANG Collective Bargaining Director J. William Blatz and Research and

late returns and one—Chattanooga—because it failed to submit any official return.

Six small locals—Puerto Rico, Lehigh Valley, Lynn, Newburgh-Beacon, Providence and Sioux City—voted 100 percent of their eligibles. And several larger ones, including Chicago, Cincinnati, Cleveland, Memphis, Montreal, North Jersey and Ottawa, voted well over 75 percent.

But in most locals, the turnout was poor. Los Angeles, for example, voted only 225 of 1,460 eligibles; Greater Philadelphia, 196 of 886; San Francisco-Oakland, 443 of 1,814; Washington, 198 of 874; and Wire Service, 428 of 1,591.

The IEB, in addition to disqualifying Bridgeport, Pueblo, San Antonio and Chattanooga, refused to accept circulation department votes at the Vancouver Sun because they were submitted after the deadline for counting local votes, and subtracted one vote from each candidate's Toledo total because an ineligible voter had been allowed to cast a ballot.

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Arbitration, Anybody?

Compulsory arbitration, not particularly popular with either labor or management, must have been even more unattractive 500 years ago.

Life's "Picture History of Western Man" reports the following case:

"A miners' strike in 1496 was settled by arbitration with an agreement to behead ten of the union leaders and three company officials."

MICHAEL MASTRULLO Cincinnati Guild



TABULATORS AT WORK: The International Election and Referendum Committee tallies the vote in balloting for six ANG vice presidents at large. Fred

Krecker of Hammond, right, reads off local returns to, from left to right, James Gallagher of Albany, Roberta Bailey of Greater Philadelphia and Thomas Fay of New York at ANG headquarters.

ANG Gives A Party

(Continued from Page 1)

where Rosenstock and Executive Vice President William J. Farson will appear on an interview program Tuesday evening.

The Cleveland Guild will sponsor an anniversary cocktail party for the board at the Sheraton-Cleveland Monday evening.

The anniversary will also be marked at a meeting of the POL District Council here during the weekend.

The council will consider the problems posed by automation, visiting a plant to observe the operation of an RCA 301 computer, witnessing slides on the computer's operation at the Los Angeles Times and hearing ANG Collective Bargaining Director J. William Blatz and Research and

Information Director Ellis T. Baker discuss the Guild's approach to automation.

The week's activities will also include Cleveland's Page One Ball, sponsored jointly by the Cleveland Guild and the Cleveland Press Club.

... IEB Agenda

(Continued from Page 1)

H. McLeman of Vancouver-New Westminster, will be inducted into office at the meeting. McLeman was named at the Convention to succeed Eric R. I. Cawdon as Canadian regional vice president, and Wical was elected an at-large vice president in referendum balloting last month, replacing Michael Mastrullo of Cincinnati.

Boston Herald Rumored Next For Newhouse

Springfield, Mass.—S. I. Newhouse may be trying to gain control of the Boston Herald-Traveler and its radio-TV station, WHDH, according to a report in the Springfield Daily News.

The Daily News report is based on the recent purchase of Herald-Traveler stock by Henry Garkinkel, owner of a New York newspaper-distributing company and a close friend of Newhouse.

Newhouse, who already owns all or part of 22 newspapers and five radio-TV stations and controls Conde Nast Publications, has a history of winning control of publishing properties by the gradual acquisition of stock.

NLRB Upholds Guild On Vote At Call & Post

(Continued from Page 1)

land editions continue to be printed. Four issues of the Cleveland edition had been printed, three at a nonunion plant outside Cleveland, before the decision to suspend.

Two Cleveland Papers Suffer Circulation Loss

Cleveland, Ohio—Last winter's 129-day newspaper strike has cost the Cleveland Press & News and the Plain Dealer heavy circulation losses.

The Press & News sustained a drop of 9.5 percent during the year, a company spokesman said in a television broadcast. The Plain Dealer's average daily loss was 2.3 percent, said publisher Thomas Vail in the same telecast.

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MICHAEL MASTRULLO Cincinnati Guild



WHAT'S NEW IN E&P?

Oddly enough, we sometimes come across newspapermen who haven't read E&P lately. What's new, they ask? Well, besides bringing our "face" and format up to date continuously, the newness of each issue of E&P is in its contents: thorough coverage of everything of interest to the newspaperman. But see for yourself—we're buying (see coupon below).

The successful newspaperman knows his business; the newspaper business. And there's no better way to keep informed about all phases of the newspaper business than by reading E & P every week.

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Subscription rates: \$6.50 in U.S., possessions and Canada.

Council Boundaries To Get IEB Review

ANG Secretary-Treasurer Charles A. Perlik, Jr., has asked that district councils provide the International Executive Board with a description of existing district-council boundary lines and make recommendations on what their boundaries should be.

Perlik made the request in a letter to Robert M. Golden, president of the Conference of District Councils, following a Conference request that the IEB undertake a study leading toward a possible realignment of boundaries.

In a letter authorized by the Conference at its meeting during the ANG Convention in July, Golden said that there seems to be no record of current boundary lines and that councils "have been timid about approaching locals in fringe areas" for affiliation.

Some locals, he said, lie in a "no-man's land" between recognized council boundaries.

Suggesting that a realignment or at least a clear definition of boundaries might be helpful in encouraging affiliation, Golden declared that "knowledge gained

St. Louis Joins Midwest Council

St. Louis, Mo.—Affiliation with the Midwest District Council was approved by the membership of the St. Louis Guild at its September meeting.

The action affiliates the local with a district council for the first time. St. Louis will be the largest local in the Midwest Council.

by locals through district-council participation means stronger locals."

Perlik, promising to place the request before the IEB at its meeting next week, asked Golden to have the councils provide boundary information as an aid in the task.

District councils are authorized by the ANG Constitution for the purpose of "exchanging information and rendering assistance and mutual aid to member locals," as well as making recommendations to the IEB.

Montanez, Bade Winner, To Attend Puerto Rico U.

San Juan, P. R.—Luis Montanez, Jr., president of the Puerto Rico Newspaper Guild and winner of ANG's Wilbur E. Bade award, will attend a two-month residential leadership-training course for labor leaders at the University of Puerto Rico beginning Oct. 21.

Montanez will attend the course under a \$1,000 Bade Award scholarship in place of an AFL-CIO Industrial Union Department course originally announced as the prize.

Subjects to be covered in the university course will have a greater applicability to Puerto Rican problems.

Subjects to be covered during the two-month period of full-time study include union organization

and administration, labor economics, the economy of Puerto Rico, labor relations and collective bargaining, labor legislation applicable in Puerto Rico, social security, occupational medicine, union accounting and union journalism.

Teachers will be drawn from the university faculty and from among labor, government and professional leaders. More than 20 students are expected to enroll.

Montanez has been given a leave of absence by the San Juan Star, where he is employed as credit assistant to the treasurer.

The Bade award is granted annually to an outstanding local Guild leader.

Automation Without Dismissals

Protection Of Jobs Seen Guild's 1st Goal

Baltimore, Md.—Zero—signifying no discharges as a consequence of automation—is the figure that the Guild should concentrate upon rather than the astronomical increases automation brings in production.

This human approach to the problem was advanced by J. William Blatz, ANG director of collective bargaining, at a Baltimore Guild meeting on automation Oct. 1.

Blatz outlined the long-standing Guild position that no economic discharges should be made by a newspaper unless survival of the property is at stake.

"We certainly do not oppose the introduction of new equipment such as computers, particularly if this will mean more money for the publishers," Blatz said. "More money for them means more money for us to share."

"But the new equipment should not come in at the expense of people. People should not be hurt simply so that the publisher can make more money. The new machinery is not, after all, necessary to survival of the property."

Instead of discharges, automation should bring training programs, new job classifications, reduction of force only by attrition, extension of the right to fringe benefits, shorter hours, longer vacations, improved holidays and other collective-bargaining devices that will enable the publisher to have his equipment without hurting his employees, Blatz declared.

Irv Beller, AFL-CIO economist,

told the Baltimore Local of collective-bargaining approaches used by other unions, stressing the necessity of preserving the employment relationship, sharing the economic gains and cushioning the impact of discharges when they

were absolutely unavoidable.

Blatz and Beller were introduced by Ellis T. Baker, ANG director of research and information and editor of the Guild Reporter. Baker was the first president of the Baltimore Guild.

Automation 'Gobbling Jobs,' Newspaper Executive Warns

Automation is killing jobs faster than it is creating them, a newspaper industrial-relations director told the Pacific Newspaper Mechanical Conference in San Francisco last month.

Edward Landergren Jr. of the Oakland Tribune disputed a contention by Eugene F. Blier, manager of the San Francisco-Oakland Publishers Association, that the advent of newspaper automation is analogous to the invention of the typesetting machine, which also provoked a fear that jobs would be eliminated.

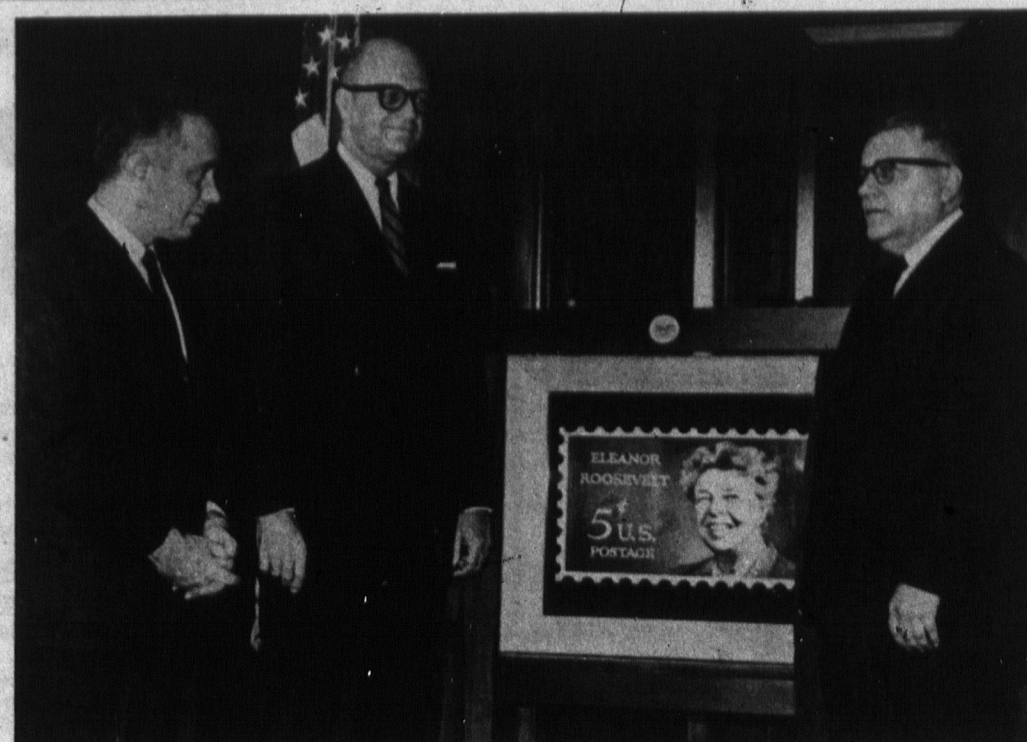
Landergren argued that the situation is different because automation will "gobble up jobs." The resulting crisis, he warned, may be greater than that created by the

current civil-rights controversy.

While conceding that newspapers must adopt automation to stay in business, he said management must expect union action to save jobs and to make those that are left available to their members.

Meanwhile, Florida's Perry Newspapers was demonstrating the feasibility of using a single computer center to process display advertising copy for several newspapers.

Ad copy sold in Panama City was transmitted to West Palm Beach by coded tape, processed through an RCA 301 computer and composed by photon. The system will make it possible for several newspapers to share the cost of a computer.



COMMEMORATIVE: Postmaster-General John Groves, right, unveils design of the Eleanor Roosevelt commemorative stamp, issued today on the

79th anniversary of Mrs. Roosevelt's birth. Witnessing the unveiling are Hyman Bookbinder, left, director of the Eleanor Roosevelt Memorial Foundation, and Rep. James Roosevelt, her son.

83-Day Strike Stamp Memorializes Guild's 'First Lady'

San Jose, Calif.—An 83-day strike against Stor-Ad Printers ended last Friday when the San Jose Guild withdrew its picket line.

Called July 13 after the discharge of two part-time artists, the strike involved 11 members of the infant Guild unit. With union pressmen crossing the picket line, the direct-mail publishing firm continued to operate throughout the strike.

Four of the striking Guildsmen have returned to work at Stor-Ad. ANG strike benefits for the other seven will be paid through Oct. 25.

Bargaining sessions for a first contract, which were held weekly until two weeks ago, have been suspended.

The ANG, as Mrs. Franklin D. Roosevelt's union, was to participate in a White House ceremony marking the issuance of an Eleanor Roosevelt commemorative stamp today, the 79th anniversary of her birth.

Mrs. Roosevelt is the only First Lady except Martha Washington to be honored on a U.S. postage stamp. Twenty other nations are also planning to issue stamps in her honor.

Executive Vice President William J. Farson was to represent ANG at the White House ceremony, held in conjunction with an AFL-CIO fund campaign for the Eleanor Roosevelt Memorial Foundation.

The International Executive

Board next week will map plans for ANG participation in the fund drive. The AFL-CIO, hopeful of quickly exceeding a million dollars in contributions, has suggested that union members contribute either a dollar per member or an hour's pay.

The foundation, established by Congress earlier this year, plans a number of "living memorials" in fields close to Mrs. Roosevelt's heart.

The foundation will finance cancer research, develop support for the United Nations, promote human rights, aid emotionally troubled children and construct Eleanor Roosevelt Memorial Wings at the Roosevelt Library in Hyde Park, N. Y.

Mrs. Roosevelt, whose column, "My Day," was one of the nation's most widely read, was a Guild member for more than 25 years until her death last Nov. 7.

\$146 Top Won For Managers In Wilmington

Wilmington, Del.—Eight-dollar wage increases will bring the top minimums for district managers to \$146 in the second year of a new contract between the Wilmington News-Journal and the Greater Philadelphia Guild.

The increases were won following prolonged negotiations marked by a strike vote.

Increases range from \$2.75 to \$4.50 in each year of the contract, which covers only circulation employees. Supervisors will go up the highest amount to a top of \$171 in the second year, while roadmen will be raised \$4 each year to a \$150 top.

The lowest category, clerks, will go up \$3.25 each year to a top of \$84.75.

In addition, the company has agreed to increase hospitalization-insurance payments by \$1 a month, to \$7.50, starting Sept. 1, 1964, the contract's anniversary date.

Organizing

Vindicator Warned Against Retaliation

Youngstown, Ohio—Outside circulation employees at the Youngstown Vindicator have warned they will take "retaliatory action" as a group if management acts against anyone involved in a Guild organizing drive.

The warning was conveyed in a resolution signed by 35 employees who attended an organizing meeting Sept. 29. The resolution called on management to agree to a consent election to be conducted by the NLRB.

Management has refused to permit a consent election, claiming the employees are "independent contractors." NLRB hearings have been set for Oct. 14 and 15 on the Youngstown Guild's petition to represent 46 circulation employees.

Forrest Stewart, Vindicator circulation manager, refused to accept the resolution from organizing committee representatives, so it was sent to him by registered mail.

Support for the drive was expressed unanimously by the Council of Vindicator Unions, composed of all unions at the paper. It pledged to "take whatever steps are necessary" to assure its success.

Representatives of the mailers', stereotypers', printers' and pressmen's unions as well as of the Buffalo and Toledo Guilds attended the organizing meeting.

District Manager Group Sought At San Juan Star
San Juan, P. R.—The Puerto Rico Guild is seeking bargaining rights for ten district managers at the San Juan Star.

A petition requesting certification

was submitted to the NLRB last week after management delayed response to a Guild request for recognition. Cards signed by a majority of the employees were presented to the board.

The petition covers all outside circulation employees except drivers, who are represented by the Seafarers International Union. The Guild lost a representation election in the department in November 1961 but represents editorial and commercial employees.

International Representative Robert Christofferson and Luis Montanez, Sr., Local president, are conducting the organizing drive.

Two Unions Intervene In Knoxville Hearing

Knoxville, Tenn.—Two craft unions filed objections Oct. 8 at an NLRB hearing on the Knoxville Guild's petition to represent maintenance, janitorial and service employees of the Knoxville News-Sentinel.

The Guild's inclusion of three electricians drew an objection from the International Brotherhood of Electrical Workers, which claimed it represents the three under an oral agreement with management.

The Pressmen's Union intervened over the inclusion of six paper handlers, for whom the pressmen have twice unsuccessfully sought representation rights.

Neither union asked for a separate election for the disputed employees but sought to have them excluded from the Guild.

A decision is being awaited from the board's Atlanta office.

ANG Pension Assets Top 2-Million-Dollar Mark

Assets totalling \$2,196,000, an increase of \$506,760, were held by the ANG Commingled Pension Trust at the end of the fiscal year, on July 31, 1963, according to the annual report of the trustee, the Chase Manhattan Bank of New York.

For the first time, holdings in common stocks have passed the 50-percent mark, totalling \$1,117,000 compared with \$1,034,000 in bonds and \$45,000 in cash. The assets had an earning ratio of 4.2738 percent at the end of the year.

Payments from the fund for pensions amounted to \$68,550,

some \$49,000 of which went to severed employees of the Pittsburgh Post-Gazette in liquidation of pension credits. Prior to this year, total payments amounted to only about \$19,000.

Participating in the commingled trust are eight ANG locals—Gary, Houston, Knoxville, Philadelphia, Pittsburgh, Terre Haute, Washington and Wire Service—on behalf of 10 units (two each in Philadelphia and Washington), plus the Commercial Telegraphers Union on behalf of its United Press International employees, and the administrative offices, and staffs of ANG and the St. Louis Guild.

Guild Briefs

Minneapolis, Minn.—Quincy Howe, veteran radio and television newsman, will deliver the annual Twin Cities Guild Memorial Lecture Oct. 24 at the University of Minnesota.

Howe, who is currently editor of Atlas, a digest of articles from the world press, will give the 17th lecture in a series sponsored jointly by the Twin Cities Guild and the university.

Columbus, Ohio—For outstanding service to the Guild and the labor movement, Edward Voll of the Columbus Dispatch and Harry Franken of the Columbus Citizen-Journal have been presented gold rings with a Guild pin on the top.

The rings are presented by the Columbus Guild on the recommendation of a committee of all past ring recipients. The presentation marked the first time in more than two years that the award has been made.

Los Angeles, Calif.—Winner of the 1963 "Outstanding Journalism Student" trophy at Long Beach State College was Virginia Winslow, staff member of the 49er, school paper.

The trophy is presented annually by the Long Beach Unit of the Los Angeles Guild.

Death Of A Newspaper

Autopsy in Detroit

THE doorbell rings at 3 a.m. A messenger hands you a telegram.

"It is with deep regret that management must inform you of the termination of your services. . . . It is not necessary for you to report for further duty."

What do you do now?
Detroit Guild members had to find 380 answers to that question. They were among the 1,400 employees of the

The first of two articles

Detroit Times who found themselves jobless on the morning of Nov. 7, 1960. For most of them, the first inkling was the pre-dawn telegram.

In an effort to find out just what happens when a newspaper dies, Dr. Louis A. Ferman of the Institute of Labor and Industrial Relations of Wayne State and Michigan universities made a thorough study of the Times' death. By questionnaire and personal interview, he explored the behavior patterns of the people caught in the middle.

"Death of a Newspaper: The Story of the Detroit Times," is the title of his study, published this year by the W. E. Upjohn Institute for Employment Research of Kalamazoo, Mich.

The first question the Times staffers asked was "Why?" What was the disease that destroyed the Times and so many other lively newspapers?

In analyzing the Times' case, Ferman begins with the clinical history of the species.

"The study of the urban newspaper in the United States is a history of consolidation and merger," he declares.

Ferman cites increases in circulation, news-gathering and production costs and the trend toward joint newspaper, radio and television ownership as principal factors leading to the decline of competition and to the one-newspaper city.

While the trend of the industry explains a good deal about the Times' death, there were other factors equally important, the study shows. Ferman concludes that "changes in policy within the Hearst organization also helped sound the death knell."

A money-maker for many years, the Times began to develop circulation problems a few years before the death of William Randolph Hearst, Ferman says. But its value as a forum for Hearst views in the nation's fifth largest city was considered so great that it was supported by more profitable Hearst operations, he declares.

With Hearst's death this policy changed. The new leaders of the Hearst empire were less interested in press power than in profits, says Ferman.

Under its new president, Richard Berlin, the Hearst Corp. began a shakeout of its operations. The Chicago American and the Pittsburgh Sun-Telegraph were sold. The San Francisco Call Bulletin was merged with Scripps' Howard's News. Hearst bought the Albany Knickerbocker News and expanded in the magazine field.

All these moves, Ferman says, arose from a policy of concentrating on "paying propositions," which followed Hearst's death. The Detroit Times, he says, was one of the victims of this policy.

BUT why did the Times lose ground in the first place? Ferman concludes that it was also the victim of the passing of an era. Making its most spectacular circulation gains in the '20s and '30s, he says, the Times built its



DEATH MARCH: This was the scene when employees of the Detroit Times lined up to collect their belongings after the paper went

out of business Nov. 7, 1960. The employees, many with long years of service, were allowed to visit their desks only under the supervision of private police.

reputation on its coverage of crime and scandal news. Its features and advertising were aimed at lower economic strata; circulation among the growing white-collar class never became widespread, Ferman says.

The suburban population drift hit the Times hard, Ferman concludes. With its circulation concentrated in the heart of the city, the paper was unsuccessful in numerous efforts to broaden its appeal. The Times was never able to live down its reputation for "yellow journalism" and to sell itself to the suburban middle class, Ferman says.

Circulation audits showed that in March 1940 the Times' circulation was 297,991, and 11 years later it was 434,838. But five years after that, in March 1956, it had declined to 407,287. In the year of its death, the paper claimed average daily circulation of 380,000.

By way of contrast, Ferman gives the rival circulation figures for 1960 as 500,220 for the morning Detroit Free Press and 480,673 for the evening Detroit News. The Times and the News were in direct competition for the afternoon home-delivery market, concentrating in the six counties surrounding Detroit.

"The paper was ruined by outside interference," Ferman quotes one editorial employee as saying. "By that I mean that the Hearst crowd in New York and Chicago kept making policy changes in the paper without taking local conditions into account. Young Hearst was unsure in knowing what he wanted for a newspaper in Detroit and would never call for advice from the Times people who knew the paper."

DESPITE the Times' circulation decline, Hearst executives again and again denied rumors that the paper would be sold or discontinued. Ferman advances two explanations for the stunning suddenness of the Times' sale to the News.

One, based on a News executive's statement, is that the announcement of the sale was rushed through a week ahead of time because Newsweek planned an advance story on it and Hearst wanted to "minimize the possibility of records being removed or destroyed by Times employees" when they learned of the impending move. But Times employees gave Ferman a different reason.

They said the sale was closed hurriedly because the Free Press had gotten wind of it and was planning to pick up subscriber lists by hiring Times circulation employees.

One thing is certain: The sale touched off a circulation war between the News and the Free Press that raged for months. Both papers fought to hire key circulation men from the Times and both did their best to get control of Times carrier boys, Ferman relates.

During this battle, both papers were able to find room for some of the people from the Times. But when the conflict subsided, Ferman found, the Times men were quietly cut adrift.

THERE were four features of the shutdown that particularly angered Times employees, according to Ferman.

First was the callous telegram which was all the notice the company gave, even to loyal workers with 30 years' service. Many a worker thought that he alone had been fired and racked his brain for a reason.

Second, employees were embittered, on going to the office to collect their personal belongings, to find that they were not allowed to do so except under the eyes of private police. A Times official asserted that this was done in order to forestall sabotage and theft of office equipment, occurrences he said had taken place when the Pittsburgh Sun-Telegraph was sold.

Third, there was resentment that the paper had not been sold to an organization that would continue publishing and that no Times employees had been offered work on other Hearst newspapers.

Finally, employees were bitter at not having been given a chance to prepare for the loss of their income. Some had recently turned down job offers; others had contracted to buy new cars or taken expensive vacations. All felt that adequate notice and preparation for the shutdown would have made the experience easier.

"Old Hearst would not have done that," said one veteran of the whole manner in which the Times' closing was handled. "He treated his workers as human beings. His son does not care."

(Next: What Happened to the Survivors)

Contract Settlements

Top Minimum Raised To \$236 For AFL-CIO News Personnel

New top minimums of \$236 for AFL-CIO news and public-relations personnel have been negotiated by the Washington Guild.

The new minimums, including a starting rate of \$200 for experienced news and public-relations employees, will take effect Jan. 1. They will result in raises of from \$5 to \$29.

The new minimums cover both the news and public-relations employees, under Guild contract for some time, and employees of other AFL-CIO departments for whom the Guild recently became bargaining agent.

The new schedule provides annual salary increments over a four-year period. Present employees will be slotted into the schedule at least at the step next above their current salaries.

In exchange for the four-year program, the Local agreed to waive a general increase at its next contract reopening Jan. 1, 1964, but not for subsequent years.

Other minimums range from \$250 to \$290 for legislative representatives to from \$132 to \$152 for administrative secretaries and assistants.

Dual raises will be received by six employees to eliminate inequities.

Editorial Top Minimum Hits \$205 At Merkle

A general increase totaling \$15 over two years provides a top minimum of \$205 for highest-ranking editorial-public relations personnel in a new contract between the Washington Guild and

Merkle Press Inc. Wages will go up \$7.50 in each year of the contract, which is retroactive to last June 1.

The top minimums for writer-researcher will go up \$20, to \$175, with \$12.50 added the first year. Editorial assistants will go to \$150 in the second year. Photographers and dark-room technicians will receive \$170 in the second year; dark-room assistants will receive \$105.

The employer will pay the full cost, instead of a share, of health, surgical and hospitalization insurance—an increase of \$3.71 per week—and will continue to pay a share of dependent coverage.

Another holiday—the employee's birthday—has been added, for a total of eight and a half. A fourth week's vacation is provided after 15 years instead of 20.

Paid sick leave has been increased two days, to 12 days per year.

The Merkle Press produces a number of labor papers.

Pay At Consumers Union Rises By \$5.50-\$10.50

Mount Vernon, N.Y.—New York Guild members at Consumers Union have won wage increases ranging from \$5.50 to \$10.50 in a new two-year contract.

Minimums are increased as much as \$18.75 in the first year of the agreement, which is retroactive to April 1. And an upgrading of 12 jobs has brought other increases ranging from \$12.60 to \$53.75.

New top minimums in the second year include \$231.46 for sen-

ior engineers, up \$10.50; \$106.35 for secretaries, up \$6.50, and \$92 for general clerks, up \$5.50.

Other contract improvements include a four-week increase to 60 in the severance-pay ceiling, payable on retirement at 62 instead of 65, and an increase in maximum life insurance from \$5,000 to \$10,000.

A new checkoff clause includes assessments as well as dues, and the number of job exclusions from the contract has been reduced by three. New job-security language gives prime weight to seniority in staff reductions.

The mileage rate has been increased from eight cents to ten cents, and Peace Corps leaves will be allowed under the military-leave section.

Chattanooga Agreement Hikes Wages, Pensions

Chattanooga, Tenn.—Top-minimum increases up to \$8.50 over two years plus a \$3.50 increase in employer pension contributions have been won in a new contract between the Chattanooga Guild and the Chattanooga Times.

The contract raises the reporter and copyreader top to \$130 in the second year, while women's-page editor and columnist will go up \$5.30 to \$108.80.

The contract also provides general increases ranging from \$1.65 to \$2.90 in each year.

The Times will increase its pension contributions in five 70-cent steps until it reaches \$4.50 next Sept. 1. If no pension plan is negotiated by that time, the money will be distributed in wage increases.

Among Ourselves

Reforms in Memphis' building department have followed a series of Press-Scimitar stories in which Memphis Guild Vice President James H. White exposed widespread building and zoning violations, falsified plans and official laxness. White took up the trail when curiosity impelled him to check out the dimensions of an apartment house that didn't seem to conform with building-code requirements.

John Goshko, a reporter for the Washington Post, and George Elliott III, a reporter for the Baltimore Sun until he accepted a political post last year, are among eight winners of fellowships in Columbia University's Advanced International Reporting Program. They are undertaking specialized studies for reporting and analyzing international developments.

Stan Fischer, New York Journal-American sports columnist, has just toured Europe the hard way—by bicycle. He covered 1,200 miles in six countries, staying at inns and hostels on the way. Fischer flew the Stars and Stripes from his handbars to show the world that not all Americans are dependent on cars.

Herb Marcus, a 15-year Guild veteran at the Madison Capital Times, has resigned to take a new position as assistant director of public relations for CUNA Mutual Insurance Society. In his new position, Marcus, who served several times as the Madison Local's treasurer, will be working for Hal J. Roche, former president of the Madison Guild.

Detroit Guildsman Frank Winn, UAW public relations director,

has been appointed special assistant for public relations to President Walter Reuther. Another Detroit Guildsman, Joseph R. Walsh, Jr., has moved up from assistant director to Winn's old position.



NO CHEESECAKE: Denver Guildsman Harry M. Rhoads, a photographer on the Rocky Mountain News for 63 years, beams as pastry chef George Jung prepares to slice an appropriately garnished cake marking Rhoads' 63rd birthday. The cake was baked for a party in the News editorial room.

N. Y. Exploratory Talks Stalled

New York City—The refusal of New York City publishers to sign a contract with the Printing Pressmen until the union drops law suits filed against the publishers during last winter's newspaper strike has snagged the start of talks between the Publishers Association and the Newspaper Unions' Unity Committee.

Meetings to explore labor-management relations and prepare for future negotiations have been planned since May. But the Unity Committee, which includes the New York Guild, has decided not to initiate them until after the Publishers Association signs a contract with the Pressmen.

Terms of the contract have been agreed upon, but the publishers have refused to sign it until the pressmen drop their suits for \$1.5 million in damages arising from a lockout by five papers during the strike. The union has declined to withdraw the suits.

Providence To Vote On Dues Increase

Providence, R.I.—The Providence Guild will vote next month on a proposed dues increase.

The new schedule, which would involve increases ranging from 25 cents to \$1.50, would have a top of \$6.50. The present ceiling is \$5.

The membership voted last month to hold the referendum.

Note Rights Day, Locals Urged

Guild locals have been urged to participate "to the fullest possible extent" in activities marking Human Rights Day Dec. 10. "The Great Question," a booklet suggesting ways in which a community human-rights program can be developed, has been mailed to all locals. The Guild is one of the sponsors of the booklet.

Research and Information Director Ellis T. Baker, in a letter accompanying the booklet, cited a 1963 Convention recommendation that all locals participate in the observance.

Food Gifts Held 'Good Business'

The concept of "Food for Peace" is not just one of compassion but also one of good business, Secretary of Agriculture Orville L. Freeman told the American Food for Peace Council's national conference in Washington Sept. 30.

ANG President Arthur Rosenstock, a member of the Food for Peace Council's executive committee, was represented at the conference by Richard P. Davis, associate director of research and information.

Secretary Freeman cited Japan and Spain as examples of how the Food for Peace program has benefited the United States in a concrete fashion. Both were formerly

among the principal recipients of food for peace but now are among this country's best agricultural customers.

Elections

Akron
President, Donald C. Kirkman; vice president, Marvin Wats and Sol Schwartz; recording secretary, Ernest Schenberger; corresponding secretary, Robert Finn; treasurer, Carol Camp.

Massillon
President, Herbert J. Nelt; vice president, Veranda McKee; recording secretary, Suzanne Frederick; secretary-treasurer, Steve Haganawicz.

Richmond
President, James Hanson; first vice president, William Fishback; second vice president, Lee Pat; secretary, Frank Wallis; treasurer, Carl Shires.

Official IEB Election Tabulations

Local	Voters Eligible	Ballots Cast	Dobson	Mastrullo	Muldowney	Rieger	Schlewe	Wical	Wing
Akron	76	60	54	55	13	58	53	55	53
Albany	324	92	64	83	83	69	15	71	82
Bakersfield	21	18	16	12	14	10	14	14	16
Baltimore	34	6	4	4	3	2	6	6	4
Boston	802	435	398	145	363	194	309	339	356
Bridgeport	16	26	26	20	24	22	22	17	25
Brockton	28	26	26	20	24	22	22	17	25
Buffalo	380	55	42	41	43	45	45	40	43
Canadian Wire Service	188	79	79	47	58	56	50	57	49
Chattanooga	29	—	—	—	—	—	—	—	—
Chicago	442	329	158	77	151	168	311	183	160
Cincinnati	315	244	115	234	119	114	88	106	87
Cleveland	541	415	183	214	211	224	166	329	129
Columbus	183	99	15	91	14	16	16	92	13
Denver	471	106	101	50	96	93	71	88	72
Detroit	459	193	144	123	126	131	140	126	107
Erie	139	88	81	80	73	78	57	75	59
Gary	50	35	33	8	33	33	35	30	32
Great Falls	79	33	27	12	19	21	28	19	26
Greensboro	19	17	11	10	11	10	11	11	12
Hammond	39	37	9	6	8	8	36	32	6
Hampton Roads	17	9	8	8	9	3	9	9	8
Harrisburg	56	34	33	20	19	30	30	30	32
Hawaii	296	67	57	47	57	55	58	49	56
Houston	115	38	26	29	28	31	31	29	23
Hudson County	48	25	22	19	22	22	22	10	21
Indianapolis	98	46	43	41	42	9	43	41	42
Kingston	33	31	28	25	27	25	12	26	28
Knoxville	46	44	41	40	41	42	43	40	5
Lake Superior	42	29	28	19	29	16	26	27	27
Lehigh Valley	9	9	2	9	9	9	9	8	8
Lima	63	54	41	48	34	48	39	48	22
Los Angeles	1,460	225	176	137	152	157	165	149	172
Lynn	10	10	8	10	9	9	8	9	7
Madison	38	18	5	14	14	18	18	18	16
Massillon	23	19	18	18	19	18	3	17	18
Memphis	267	203	185	182	188	182	60	179	113
Milwaukee	29	13	12	10	11	13	13	8	11
Montreal	192	190	182	181	183	184	19	177	179
Newburgh-Beacon	6	6	4	5	4	5	5	5	2
New York	7,739	3,130	2,884	551	2,864	2,857	2,840	2,804	2,778
North Jersey	148	123	68	86	96	86	88	87	80
Ottawa	169	124	124	46	53	59	55	37	53
Pawtucket	55	33	33	4	32	33	33	32	31
Peoria	69	44	26	36	38	34	40	35	22
Philadelphia	886	196	123	158	174	167	168	150	164
Pittsburgh	104	80	79	76	78	37	48	64	75
Portland, Me.	164	79	72	51	66	60	64	51	66
Portland, Ore.	62	35	28	23	24	25	14	22	30
Providence	8	8	4	3	6	5	4	5	4
Pueblo	74	—	—	—	—	—	—	—	—
Puerto Rico	43	43	42	12	41	39	42	42	34
Richmond	27	23	16	11	17	16	17	10	15
Rochester	44	34	33	31	32	5	33	33	27
Rockford	43	23	20	14	15	19	19	16	19
Sacramento	192	46	26	18	25	23	25	18	46
St. Louis	1,005	480	349	407	440	441	441	403	206
Salem	41	27	22	20	23	24	22	16	21
San Antonio	83	—	—	—	—	—	—	—	—
San Diego	429	50	38	32	36	41	29	30	42
San Francisco-Oakland	1,814	443	260	222	254	246	233	215	381
San Jose	183	19	18	5	6	6	19	15	8
Scranton	60	54	48	33	49	38	50	48	41
Seattle-Tacoma	648	379	344	325	340	137	328	323	343
Sheboygan	25	21	18	15	20	17	20	20	16
Sioux City	37	37	34	36	34	25	36	35	17
Stockton	97	80	72	58	71	42	65	61	75
Terre Haute	81	31	28	26	17	26	7	22	12
Toledo	362	246	137	62	78	231	82	131	68
Toronto	1,885	1,100	1,036	418	679	464	505	591	690
Twin Cities	485	109	62	64	55	57	63	55	46
Utica	11	7	7	7	7	1	7	7	6
Vancouver-New Westminster	640	397	379	198	286	281	340	326	266
Victoria	102	10	9	4	9	10	10	10	8
Washington	874	198	143	134	133	126	184	180	45
Wilkes-Barre	141	134	110	114	108	110	110	39	113
Wire Service	1,594	428	349	319	376	258	321	307	351
Woonsocket	20	18	16	15	15	17	15	15	15
York	61	42	38	34	39	36	40	34	25
Youngstown	41	16	4	16	2	15	6	16	3
Members At Large	—	—	—	—	—	—	—	—	—
Armed Forces	103	15	13	10	14	14	14	10	10
Totals	28,132	11,720	9,591	5,868	9,011	8,356	8,523	8,884	8,375

¹ There were no eligible voters in Battle Creek, Bay City, Cumberland, El Paso, Eugene, Hazleton, Kenosha, Lansing, Manchester and Muskegon.

² Not counted because of late postmark.

³ Ballots cast not listed.

⁴ No return submitted.

GUILD LEADERSHIP BULLETIN

For local and unit leaders and stewards of THE TORONTO NEWSPAPER GUILD NO. 69

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August 8, 1963

To members and alternates
of TNG Executive:

Your August meeting will be held next Wednesday, the 14th, at 6.30 p.m. in the TNG offices (newly-air-conditioned!)

Lively Bulletin Keeps Guild Leaders Aware Of Developments In Toronto

Toronto, Ont.—There is nothing routine about meeting notices mailed to executive members of the 2,000-member Toronto Guild. Issued a week in advance of each semi-monthly executive meeting, the Local's Guild Leadership Bulletin serves not only to remind each executive member of the time and date of the meeting but to keep him informed of developments affecting the Local and to provide background information on items that require executive action.

A typical bulletin, which may run anywhere from two to 16 pages, leads off with a summary of the agenda of the next meeting, lists details of grievance settlements that are proposed for ratification by the executive, and reports the minutes of the last meeting.

"Our aim," says Executive Secretary R. H. Buchanan, "is to improve attendance by building interest in advance, to save time and to streamline the meetings. We have eliminated the reading of minutes and oral reports, which we found to be a waste of time."

The bulletins are sent not only to 30 executive members but to shop stewards for a total mailing list of 110. Contract summaries, Guild activities and general news of labor and the industry help keep the stewards informed and prepared to answer questions from members.

"We use the same mailing for all sorts of information," Buchanan says. "In about every third number we try to include a leaflet or pamphlet of interest to active Guild members. In addition to

ANG publications, it's a simple matter to obtain 110 copies of a Labour Ministry bulletin or publications of other unions.

"The response has been good. Attendance and participation at executive meetings has improved in the two years in which we have been developing the bulletins, and stewards often pass the materials along or post them on bulletin boards."

The Leadership Bulletin is printed by an electronic process in which a stencil is made from a paste-up, which may include photographs, drawings, clippings or other illustrative material.

The Toronto Local also publishes special bargaining bulletins for each of its seven units, in addition to its newspaper, The New Lead.

The End Of Gloom

Magazine Profits Defy Prophets

The financial position of the nation's magazines is looking up despite persistent prophecies of doom for the species.

"It seems only yesterday," comments New York Times financial writer John M. Lee, "people were bemoaning the financial plight of magazines and predicting that television would drive them all to ruin."

"Yet the six-month financial reports of most major magazine publishers are wreathed with smiles."

Time Inc., the McCall Corp., Cowles Magazines and Conde Nast Publications all showed "good gains in profits" over 1962 levels, Lee reports. And even the Curtis Publishing Co., immersed in red ink for some time, showed improvement.

Printers' Ink reported last week that magazine advertising revenue

in the first seven months of 1963 increased seven percent over a year ago, a bigger gain than that recorded by any other media. The trend is gaining momentum, reaching 16 percent in July.

Further gains are expected for the balance of the year. Advertising Age said this week that consumer magazines anticipate that ad revenue for 1963 will be \$920 million—five percent—ahead of 1962.

Magazines ran three percent more advertising in the first half of 1963 than in the same period of 1962, and gross advertising revenue climbed four percent as a result of rate increases. The gain came on top of a five-percent increase in ad revenue for 1962.

Advertising revenue increased at Time, Newsweek and U.S. News and World Report, among others. It declined at Life, Look

and the Saturday Evening Post, but both Life and Look executives predicted a reversal of the trend in the latter half of the year.

The three McCall publications—McCall's, Redbook and the Saturday Review—all showed revenue gains over a year ago. Herbert R. Mayes, McCall's president, told Lee all were "solidly in the black."

Time Inc., which reported a 28 percent increase in first-half profits (GR, Aug. 9), said revenue had declined at Fortune as well as Life but increased at Time magazine and Sports Illustrated.

Conde Nast "pushed further into the black," Lee reports, with Mademoiselle and House & Garden showing revenue gains while Glamour and Vogue fell off. And the Hearst Publishing Co. reported increased revenues for both Good Housekeeping and Cosmopolitan.

Curtis' operating loss fell \$1,959,000, to \$2,357,000, in the second quarter, with the net loss for six months down to \$3,456,000 from \$9,043,000 in the first half of 1962. Matthew J. Culligan, Curtis' president, predicted a further million-dollar improvement in the third quarter and a profit in the fourth.

Last week it was announced that advertising revenue at all Curtis magazines is running ahead of 1962 levels, with the Saturday Evening Post pulling ahead of last year for the first time.

Advertising orders for Curtis publications total \$37,938,000 for the last half of 1963, compared to \$36,052,000 at this time last year.

Local Copy

A PAGE FOR OFFICERS AND STEWARDS

Differential Equation

Shift Work Brings Family Instability

Ann Arbor, Mich.—The case for differential pay for shift workers has been bolstered by a group of Michigan University researchers who have found that those who work nights or evenings have difficulty in maintaining stable family and social relationships.

The researchers, Paul E. Mott and Donald P. Warwick, said the hours a man works may have important effects on himself, his family and his social life. Their report listed these three ways in which shift work can affect family relationships:

► The worker's absence in the evening raises barriers to companionship between husbands and wives and between fathers and school-age children.

► The shift worker is at home during times when he may disrupt normal family activities: His wife may be forced to put off her housework until he is awake or until he leaves; his children may not be able to play during the day because of his sleep schedule, and his irregular hours may make it necessary for his wife to prepare more meals.

► Many shift workers are ex-

cluded from social activities, either because they are actually unable to participate or because their friends think they are.

"If the shift worker does belong to organizations," the report said, "he is still less likely than the day shift worker to be an officer or hold a committee assignment. His shift schedule makes it very difficult for him to accept the responsibility attached to these roles."

While the report noted that shift work can actually provide a "refuge" for the worker trapped in an unhappy family situation, it warned that "those who advance the theory that social pluralism is a means of building a society of rational men should note that shift work is working against them and that it may reach a greater proportion of the population in the future."

Day Book

ACTIVITIES

Empire State and Middle Atlantic District Councils, Joint ANG Leadership Training Institute on Automation, New York Guild headquarters, Dec. 7 and 8. Thirty-first Annual Convention, American Newspaper Guild, Lakewood Hotel, Long Beach, Calif., July 13-17.

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Editorial

A Plea To Be Heeded

For the past seven months, a band of 1,600 printing-trades workers in an isolated section of Tennessee has been giving the labor movement a demonstration of courage and determination.

Limited by an antipicketing injunction, handicapped by Tennessee's "right-to-work" law and confronted by a company that has displayed little inclination to come to an agreement, these employees of Kingsport Press have stuck doggedly to their guns against the nation's largest printer of hard-cover books.

The walkout was called by five unions—the ITU, Pressmen, Bookbinders, Stereotypers and Machinists—after management refused to compromise on five key issues and rejected federal mediators' efforts to seek a peaceful settlement.

The company assigned supervisors and office employees to production work, recruited strikebreakers from the Tennessee hills and launched a campaign designed to woo strikers back to work.

Its effort to break the strikers' ranks failed abysmally. Today, seven months to the day after the strike began, little more than 100 of the original 1,700 strikers have gone back to work.

Kingsport has refused to arbitrate the issues in dispute. When New York City arbitrator Theodore W. Kheel suggested terms on wages and hours, the two principal issues in dispute, Kingsport turned them down.

The company has announced that it will reject any settlement that provides for replacing the strikebreakers it has recruited to take its employees' jobs. Strikers, it has declared, will be returned to their jobs only to fill vacancies in the strikebreakers' ranks.

It is against this kind of industrial feudalism that workers at Kingsport are struggling. They are subsisting on minimum benefits, and their unions' funds have been depleted by the long walkout.

AFL-CIO President George Meany has declared that these workers deserve the support, both moral and financial, of the entire labor movement. ANG Executive Vice President William J. Farson has pointed out that the Guild, as an organization closely associated with the printing-trades unions, is under a particular obligation to lend its help.

It should be given unstintingly.

Positive Thinking

There is a lesson in an Editor & Publisher editorial reprinted on Page 7 of this issue of the Guild Reporter—and not the least for editors and publishers themselves.

The editorial seeks to lay to rest the "widely-held opinion that the newspaper business is . . . on its last legs, verging on financial disaster." It cites a mushrooming of new dailies and an active market for going newspapers as decisive evidence that the report of the industry's death, like that of Mark Twain's, is greatly exaggerated.

Publishers themselves have been among those most responsible for covering the industry's image with a blanket of gloom. Every time their employees strike for higher wages there are prognoses of certain death for the ailing paper should the demands be met even half way.

E&P says it has been urging that "newspaper people at all levels do everything possible to correct this damaging image."

We'll do our part. Will other editors and publishers?

The Guild Reporter

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

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'Haven't You Heard About The Right To Work?'



HOW TO BUY

Prescription For Medical Costs: Group Care, More Insurance

By SIDNEY MARGOLIUS

The Health Insurance Institute, an association of private insurers, challenges a recent warning by the New York Labor-Management Council of Health and Welfare Plans that rising medical fees are creating a health-insurance crisis. The health and welfare plans find that booming hospital and doctor charges are wiping out much of the value of present health insurance, especially if it is the indemnity type that pays specified, limited fees.

James R. Williams, general manager of the insurance institute, agrees that the rapid rise in medical costs is a concern and that any fees rising unnecessarily, because of wasteful practices, overcharges or abuse of insurance, certainly should be controlled.

But he also raises the question of whether the public should not expect to spend more on health care because of improved medical techniques and the fact that hospital workers still are underpaid.

Your health-care expenses, if you're typical, already have risen from about five percent of income ten years ago to today's six-to-seven percent (including costs of health insurance).

Well-to-do families may be able to stand the cost of still higher medical bills. But moderate-income families, with their incomes already tightly allocated to various needs, will find it difficult to manage higher medical bills. This is especially true this year, when the rise in the cost of living has outstripped the rise in average earnings.

That is exactly why labor

College Press Unit To Hear Dobson

Toronto, Ont. — ANG Vice President Jack Dobson will discuss the role of the Guild before some 60 editors of college and university newspapers tomorrow.

The meeting will be held by the Canadian University Press, a news service for college papers. Dobson is the first Guild official ever invited to speak before the university press group.

unions, consumer co-ops and other civic groups are seeking other methods of controlling medical costs and insuring them. Even the present expenditures do not provide really adequate medical care.

Medical checkups, preventive care in general and dental care, especially, are neglected by moderate-income families since these are not covered by most private health-insurance policies. In general, present insurance methods tend to cover hospital care and surgery, at least in part, but not health care outside the hospital.

Even so, the cost of medical care has almost doubled in ten years. In 1960, a family of four spent, on the average, \$230 a year for medical care, out of pocket or in insurance payments. In 1960, this same family spent \$440. Costs have increased approximately 10 percent since 1960. This makes the bill about \$480 for a family of four, or \$120 per person.

One way unions, co-ops and other groups are seeking to control costs is through group medical-care plans, like the Health Insurance Plan of Greater New York, the new Community Health Association in Detroit, the Kaiser foundation in California, Group Health in Washington, D. C., and the medical centers and diagnostic clinics operated by a number of individual unions.

The group plans provide all family medical care for a single annual fee. In contrast, the indemnity plans sold by private insurance companies usually provide only partial payment for specified types of care, usually hospital and surgical fees.

Major-medical insurance, also sold by insurance companies, pays only for those illnesses that cost over a specified amount, such as \$100.

The major-medical type of insurance is growing fast and does provide "substantial protection" for severe illnesses as well as drugs and other costs not usually covered by the older type of indemnity insurance, Williams declares.

It is true that many unions and other groups that do not have access to group-care plans do provide major-medical insurance nowadays to supplement basic Blue Cross and Blue Shield insurance.

But, at best, major-medical still is only an expedient because it does not provide for the all-important medical checkups and preventive care that moderate-income families find difficult to meet out of their own pockets.

Here is the comparative payout in benefits of the different types of plans in one recent year, as reported by the Group Health Association of America:

Employer-union plans . . .	98.8%
Co-op community plans . . .	94.5
Blue Cross plans	92.8
Blue Shield plans	90.4
Other group policies	90.4
Medical society plans	88.0
Private group clinics	82.1
Individual policies	52.9

Note especially that individual health-insurance policies pay back in benefits only about half the income they receive in premiums.

The face of the future is clear enough. Unless the insurance industry and labor-management groups can find ways to control medical costs and provide more comprehensive insurance, you are somehow going to have to allocate a larger slice of your family budget for hospital, medical and dental care.

1st Locals Answer Kingsport Appeal

Contributions of \$25 each have been made by the Cleveland and Albany Guilds to striking printing-trades workers at the Kingsport Press in Tennessee.

The contributions, plus a \$10 donation by William M. Davy, executive secretary of the Cleveland Guild, are the first to be reported by Guild locals. ANG Executive Vice President William J. Farson has urged locals to send financial aid to five unions on strike for seven months against the book-printing plant.