

U.S. Justice Department Probes Hearst's Closing Of N.Y. Mirror



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Bar Firings In Automation, IEB Urges

Seek Share In Its Gains, Locals Told

Cleveland, Ohio—Guild locals must strive for contract clauses barring dismissals arising from automation and giving Guild members a share in automation's increased productivity, the International Executive Board declared last week.

The board, following up Convention recommendations designed to cope with the growing problems posed by automation, issued a threefold directive to locals. It urged the following:

► The negotiation of contract clauses providing for "adequate notice" of new electronic equipment to allow full consideration of its effects.

► Uncompromising insistence on keeping current employees on the payroll when the new machinery is installed.

► Equal insistence that employees reap a share of the increased profits the machinery brings.

"The spread of electronic devices throughout the industry makes it imperative that installations be discovered and reported early to ANG," the IEB said, urging locals now in negotiations to "insist upon clauses providing adequate notice of new equipment."

"Six months in advance is none too soon," it declared.

"Locals learning of forthcoming installations in Guild jurisdiction or affecting Guild jurisdiction should communicate at once with

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AS THE BLOW CAME: The fate of the New York Mirror is reflected on the faces of editorial employees gathered in the newsroom to hear New York Guild Representative William South read management's announcement of its closing.

Scripps 'Dos & Don'ts' Scored By IEB As Invasion Of Rights

Cleveland, Ohio—A Scripps-Howard declaration seeking to impose stringent limitations on the outside activities of editorial employees throughout the chain was denounced by ANG's International Executive Board last week as an invasion of Guild members' rights.

The board urged Guild locals to resist any attempt to impose the new rules, pointing out that they far exceed the limitations on outside activities contained in most

Guild contracts with Scripps-Howard papers.

Adopted at a recent conference of Scripps-Howard editors and top management in Colorado Springs, the declaration first made its appearance on the bulletin board of the Cleveland Press and has since been posted, in varying forms, at Scripps-Howard papers in Cincinnati, Knoxville, Columbus and Memphis.

The directive flatly prohibits all

paid employment for any government agency, political party or politician, bans paid publicity work on behalf of anyone with whom the employee might deal as a reporter or editor, prohibits correspondence for a competitor of any Scripps-Howard paper and forbids employees from engaging in "a leading role in party politics in a way which could raise questions as to the newspaper's objectivity."

In addition, it requires approval of the editor before an employee can teach or lecture for pay, appear on radio or television programs, do outside writing for magazines, trade journals, or house

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Guild's Plea Precipitates Investigation

New York City—Responding to demands by the Guild, the U.S. Justice Department has begun an investigation into possible anti-trust violations in last week's sudden death of the New York Mirror, which gave the Daily News a monopoly in the New York morning-tablet field.

Justice Department attorneys conferred with Thomas J. Murphy, executive vice president of the New York Guild, on the day after the Mirror's closing and sale to the News was announced.

In Washington, Rep. Emanuel Celler, chairman of the House Ju-

Other New York Mirror Stories, Pictures . . . Pages 4, 5 and 6

diciary Committee, said he expects to place the death of Hearst's New York tabloid at the top of the agenda when his anti-trust subcommittee resumes its inquiry into newspaper monopoly, begun earlier this year.

The Justice Department acted after both Murphy and ANG President Arthur Rosenstock had called for a government inquiry into the purchase of the Mirror by its only competitor in the morning-tablet field.

Both accused the larger, wealthier News of precipitating the death of the Mirror by refusing to increase its price, although other New York papers had already done so. The News thus made it economically unfeasible for the Mirror to raise its price, they charged, and placed the Hearst paper in an untenable competitive position.

Some time before the Mirror's death, the New York Times reported, Richard Berlin, president of the Hearst Corp., said: "The Mirror cannot make money selling at five cents, because that is an unrealistic price. However, if the single-copy price were increased to seven cents, this would produce a substantial profit."

In the wake of the Mirror's closing, which wiped out the jobs of 1,600 newspaper workers, including 496 Guild members, there were these other developments:

► The Times, in a 6,500-word analysis of the Hearst empire, reported that most of the 10 remaining Hearst papers make money and that the others will be disposed of if they don't soon start doing so—despite the fact

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7-Man Committee Named To Study ANG Assessment, Benefit Policy

Cleveland, Ohio—A seven-man committee to study all aspects of ANG strike-benefit and assessment policy was appointed by the International Executive Board last week.

The committee, which will carry out a 1963 Convention mandate to study strike finances and report to the 1964 Convention, includes ANG Secretary-Treasurer Charles A. Perik, Jr., and two former IEB members, John H. Thompson of Boston and Eric R. I. Cawdron of Ottawa.

Other members are Ray Matjasic, former president of the Cleveland Guild; James H. White, vice president of the Memphis Guild; Jose Stell, vice president of the San Jose Guild, and M.

Michael Potoker, secretary-treasurer of the New York Guild.

It was Potoker who moved the Convention report authorizing the study, which will include possible

changes in ANG's schedule of assessments, eligibility for strike and lockout benefits, and the base for paying them.

The review is an outgrowth of an IEB recommendation for increasing the schedule of assessments and authorizing a study of benefit policy. The Philadelphia Convention voted instead to incorporate both aspects of strike financing into the study.

The committee will report the results of its work to the IEB and then to next year's Convention July 13 to 17 in Long Beach, Calif.

The IEB Finance Committee reported that the International Defense Fund, still recovering

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The IEB Also...

Marked ANG's 30th Anniversary . . . Page 2.

Paid tribute to Cleveland's William M. Davy . . . Page 2.

Urged immediate steps on civil rights . . . Page 9.

Appointed Frances D'Hondt Brown Award chairman . . . Page 9.

Recommended the exploration of new organizing possibilities . . . Page 10.

Eleanor Roosevelt Fund

\$25,000 Goal Set For ANG Donation

Cleveland, Ohio—The International Executive Board last week set a \$25,000 goal for ANG's contribution to the Eleanor Roosevelt Memorial Fund drive and launched a campaign for membership donations of an hour's pay to meet it.

A Guildwide appeal will be conducted to raise the money as part of an AFL-CIO fund campaign. The money will be given to the Eleanor Roosevelt Memori-

al Foundation, which is seeking to raise \$25 million to finance a "multifaceted program of activities in Mrs. Roosevelt's spirit."

Mrs. Roosevelt was a Guild member for more than 25 years until her death a year ago.

Citing the goals of the foundation established in Mrs. Roosevelt's memory, the IEB noted that "all of her waking hours reflected her consuming love for people and

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ANG Puts 30 Candles On Its Birthday Cake As Cleveland's Davy Puts '30' On Career

Cleveland, Ohio — Automation is the chief challenge facing the Guild in its fourth decade, ANG was told as it celebrated the 30th anniversary of its founding last week.

The keynote warning was sounded by Patrick J. O'Malley, president of the Cleveland AFL-CIO Federation of Labor, and Robert Borden, a founding member of the Cleveland Guild, the two principal speakers at an anniversary luncheon Oct. 15 in the Sheraton Cleveland Hotel.

"The theory that automation brings new jobs has gone down the drain many years ago," said O'Malley. "White-collar workers are being automated out of their jobs faster than workers who are organized."

Borden, a member of the Cleveland Guild's first executive board, asserted that automation "will change the character of the labor movement."

Declaring that the advent of automation will produce "a shorter working life," Borden said unions "must take a long look at this thing and lead the way."

Working years will be shrunk "at both the top and bottom," he warned, forecasting that retirement age would be down to 60 in five years and to 55 in ten.

"At the bottom," he asserted, there must be increasing pressure for youths to stay in school longer. "I'm passing from the scene," said Borden, who still serves on the Cleveland executive board. "It's up to you folks now."

O'Malley heaped praise on the Cleveland Guild, both for its contributions to Cleveland labor and its responsiveness to its membership.

"The democracy within the Guild in its own operations is a marvelous thing," he declared, "an example for all unions. Through its constitution, through its conduct at the local level and through the inclination of its membership, the Guild could be nothing less than democratic."

"If the rest of the Newspaper Guild resembles Local 1—and I am sure it does—we never need fear any venality, any unresponsive dictatorship, any disregard for the rights of all in the international Guild."

ANG President Arthur Rosenstock and Cleveland Guild President Emerson Batdorff shared

Breakfast A La Broun

Cleveland, Ohio—A hitherto unpublished bit of Heywood Brown was added to the ANG's lore at the Guild's 30th Anniversary luncheon here Oct. 15.

M. O. Chenoweth, a member of the Cleveland Guild's first executive board, told the story in a letter read by ANG President Arthur Rosenstock.

Chenoweth recalled how Brown, the Guild's founder and first president, went out to breakfast after a late, late meeting during one of the Guild's first strikes in Lorain, Ohio.

"Brown had his own special breakfast," Chenoweth related. "A raspberry sundae saturated with gin."



TESTIMONIAL: Scroll of tribute from ANG's International Executive Board is presented to William M. Davy, left,

retiring executive secretary of the Cleveland Guild, by ANG President Arthur Rosenstock as Executive Vice President William J. Farson looks on.



MEMORY JOGGERS: Four former International Executive Board members from Cleveland join Noel Wical, left, new Cleveland IEB member, and Robert Borden, right, a founding member of the Cleveland

Guild, in examining relics of the Local's history at ANG's 30th Anniversary celebration. The oldtime board members, left to right, are Robert Stafford (1954-57), William M. Ware (1951-53), Milton J. Lapine (1947-51), and I. L. Kenen (1938-40).

master-of-ceremonies duties at the luncheon, which was attended by International Executive Board members, officers and executive-committee members of the Cleveland Guild and others prominent in past and present operations of the Cleveland Local.

Rosenstock introduced four former Cleveland IEB members—Robert Stafford, Milton J. Lapine, William M. Ware and I. L. Kenen—as well as Cleveland's new board member, Noel Wical.

The Cleveland Guild held a 30th Anniversary cocktail party for IEB members and Local leaders the day before the luncheon.

Council Marks ANG Birthday

Cleveland, Ohio—ANG's 30th anniversary and the retirement of William M. Davy as executive secretary of the Cleveland Guild were noted by the POI District Council as it gathered here on the eve of a program marking both.

The council, meeting Oct. 12 and 13, adopted resolutions commemorating the anniversary and paying tribute to Davy. The meeting was scheduled here in conjunction with the ANG's anniversary celebration.

The council also adopted a resolution regretfully noting the resignation of Ervin Freudenburg as president of the Indianapolis Guild. Freudenburg has stepped down as a result of leaving Guild jurisdiction.

Jerry Knight of Youngstown resigned as president of the council for personal reasons. His place will be filled by Jack Weir of Cleveland, first vice president.

Cleveland, Ohio—ANG, celebrating its 30th birthday in the city where it was cradled, helped blow out the candles last week on a career that has paralleled its own.

It paid warm tribute to William M. Davy, who is retiring at the end of the year after three decades as executive secretary of the Cleveland Guild.

Davy was ANG's first paid organizer and the first to become a paid staff member of a Guild local. He is the only executive secretary the Cleveland Guild has ever had.

The International Executive Board marked the occasion by presenting Davy with a scroll saluting him as "a colleague and friend, a founder of the ANG... a respected figure in Cleveland labor and civic activity."

The scroll, signed by all 15 IEB members, was presented by ANG President Arthur Rosenstock at a 30th Anniversary luncheon Oct. 15 in the Sheraton Cleveland Hotel.

Rosenstock recapitulated the highlights of Davy's labor career, which began in his early teens as a UMW member in the Ohio coal fields. A reporter and then a columnist for the Central Press Association, he helped found the Guild after being laid off in the depths of the depression.

He was hired in 1933 shortly after the Cleveland Editorial Employees' Association transformed itself into the Cleveland Guild; his first paycheck, in 1934, was \$10 a week. A year and a half later he became ANG's first paid organizer, doing spade work throughout the Midwest.

Davy directed the Guild's key 1936 strike for recognition against the Hearst-owned Wisconsin News in Milwaukee, where ANG made its first breakthrough against the Hearst chain.

He served for a time as acting CIO secretary in Cleveland and won wide recognition in the city's labor and civic circles, serving as a member of the Cleveland Community Relations Board.

His role in these arenas was extolled at the luncheon by Patrick J. O'Malley, president of the Cleveland AFL-CIO Federation of Labor, who characterized Davy's "contributions of time, energy and wise counsel over the years" as "a lasting tribute to the Guild and the man himself."

Davy, who missed only a handful of ANG conventions, was given a portfolio of documents from one of the few he did not attend—last July's 30th Annual Convention in Philadelphia. It, too, was presented by Rosenstock.

Davy voiced his gratitude to officers and members of the Cleveland Guild, and Emerson Batdorff, Cleveland Guild president, summed up the feelings of those who worked with him.

"I could much rather be the last president to serve with Bill Davy," he said, "than the first to serve without him."

Anti-Scab Law Veto Overridden in Erie

Erie, Pa.—Erie's new Citizens' Job Protection Law, passed by a 6-1 City Council vote (GR, Sept. 27), has finally gone on the city's books after surviving a mayoral veto.

The veto by Mayor Charles B. Williamson was overruled by a second 6-1 vote by the council.

Walkout Voted At Three Papers In San Francisco

San Francisco, Calif.—A citywide strike at three San Francisco newspapers has been authorized by a 396-70 vote of the San Francisco-Oakland Guild following a stalemate in contract negotiations.

The ANG this week granted strike sanction to the Local, and Executive Vice President William J. Farson assigned International Representative Charles Dale to assist in the crisis. A strike-preparation committee was quickly organized.

The Guild's citywide contract expired Sept. 26, and no agreement has been reached on job security, health and welfare, vacations, automation, wages or any other major provisions. Job security has been the major issue.

Declaring that publishers in other cities live comfortably with contract provisions similar to those it is proposing, the Guild informed management of the Chronicle, the Examiner and the News Call Bulletin after the strike vote that it is "difficult to foresee an amicable conclusion unless there is a satisfactory agreement on job security."

The Guild's proposals include seniority in dismissals and rehiring, a provision for voluntary resignation before dismissals, and automation retraining.

Management, at a bargaining meeting the day after the vote, asked time to prepare a security proposal.

After more than two months of negotiations, the only offer made by the San Francisco Publishers Association was a package pay raise of \$1.25 to \$3.35 for the first year and \$1.25 to \$3 for the second.

The Guild negotiating committee promptly rejected it as "totally unacceptable."

Herald-Examiner Group Votes To Strike Nov. 17

Los Angeles, Calif.—The Los Angeles Guild's Herald-Examiner Unit voted 326 to 36 this week to strike the Herald daily when its contract expires at midnight Nov. 17 if no satisfactory settlement is reached by that date.

The Unit had served a no-contract, no-work notice on management in August. Negotiations since then have failed to bear fruit.

NLRB Vote At Call-Post Lost By Cleveland Guild

Cleveland, Ohio—Editorial employees of the Call & Post, who asked the Cleveland Guild to represent them in August, voted 6-3 against the Guild's representation bid Oct. 10.

The NLRB election curtailed the Guild's role in a 60-day-old Cleveland ITU strike for recognition against the Negro weekly. The Guild had honored the ITU's picket line and maintained a joint headquarters with the striking printers.

Jack Weir, first vice president of the Cleveland Guild, noted that of eight editorial employees who originally sought out the Guild two months earlier, one was dismissed after honoring the picket line, another sought work elsewhere, and three were persuaded to return to work at the struck paper.

Weir, who conducted the representation drive, said delay permitted by current labor law enabled publisher William O. Walker "to stall long enough to succeed in a fear campaign."

The discharged employee, an editorial clerk who management had claimed was only a trainee, was rehired immediately after the vote. The Guild withdrew an unfair labor-practice charge filed following her dismissal.

The Call & Post, which had suspended its Cleveland edition four weeks ago, resumed publication last week despite continuation of the ITU strike.

The NLRB last week rejected a bid by the Photoengravers Union to split off three engravers from the bargaining unit for all mechanical employees. It ordered an election in which both the ITU and the Photoengravers will appear on the ballot.



LONG-RANGE PLANNING: Secretary Charles A. Ferlik, Jr., discusses possible hotel sites for the ANG's 1965 Convention at Detroit with Warren Stromberg, center, general chair-

man of the Convention committee, and Donald Schramm, immediate past president of the Detroit Guild. Last week at its Cleveland meeting the IEB set July 12-16 as the dates for the 1965 parley; next year's will be July 13-17 in Long Beach, Calif.

Rochester Art-Department Merger Seen 1st Step Toward Single Paper

Rochester, N.Y.—The photographic and art departments of the Rochester Democrat & Chronicle and the Times-Union have been merged into a single department for the two Gannett newspapers in what the Rochester Guild described as the "first step toward consolidation" of the papers.

The Guild, in a letter to its members, predicted that the next move will be combination of the two newspapers into a single 24-hour paper. The Guild pointed out that Gannett has already done this with its two papers in Elmira.

Protesting the merger of the art and photo departments as a "backward step," the Guild said that picture and art coverage will suffer because "the spur of competition will be gone in these two departments."

Pressmen Halt Detroit News For 4 Days

Detroit, Mich.—The Detroit News failed to publish for four days this week in a dispute with the Pressmen's Union. Other employees, including 90 Guild members, continued to work.

The News stopped publishing after its third edition Monday when pressmen reportedly refused to work until the company agreed to stop holding pressmen responsible for press errors and to end a system of disciplinary warnings that the pressmen charged were discriminatory.

Meetings between News executives and the Pressmen's Union resulted in a statement the next day in which Freeman Frazee, local president, and the local executive board ordered their members to resume work. They refused, but finally returned Thursday while negotiations continued.

The pressmen continued to report to the News plant while declining to operate the presses. Sixty Guild janitors and 30 watchmen, along with other employees, were kept on the job.

The Guild quoted a 1959 editorial by Paul Miller, publisher of both papers, which said:

"Operating policy at the T-U and D&C has dictated two separate newspapers, vigorously competing from the day they came under the same ownership 30 years ago."

"We can increase efficiency and convenience... by centering operations under one roof. But there is as much separation and rivalry as ever between the news, advertising and circulation departments."

"We avoid disturbing this not only because we believe it is good business. We also believe it is good for the growing Rochester area."

Commenting on these sentiments, the Guild's letter said: "The Guild still believes that this

rivalry is good for Rochester and good for the newspaper men and women of Rochester. Mr. Miller evidently no longer thinks so."

Management rebuffed a Guild request for representation at the meeting at which the merger was discussed.

But upon learning of the Guild's appraisal of the departmental merger, management summoned Guild leaders and denounced the letter as "misinformation and propaganda," declaring that there would be no discharges and no wage cuts and claiming that it expects to hire additional employees.

To date, the Guild reports, the only casualty is the job classification of chief photographer on the Democrat & Chronicle, whose future status is uncertain.

Cleveland Strike Leader To Join ANG Field Staff

Cleveland, Ohio—William F. Miller, second vice president of the Cleveland Guild and picket chairman during last winter's 129-day Cleveland newspaper strike, will join the ANG's staff of international representatives next month.

Miller's appointment was announced by Executive Vice President William J. Farson at last week's International Executive Board meeting here. Miller, who will work out of Chicago, will begin his duties Nov. 11.

The Chicago area has been without an international representative since the late Carlton H. Hyde resigned to become executive director of the Chicago Guild more than a year ago. Economies occasioned by the New York and Cleveland strikes delayed the filling of several IR vacancies.

Miller, who is suburban editor of the Cleveland Plain Dealer, served on the Cleveland executive board for a year before becoming second vice president last December. He was a member of the Local's strike-policy steering committee during the strike.

Miller has been a Guild mem-



WILLIAM F. MILLER

ber since becoming a copyboy for the New Kensington (Pa.) Daily Dispatch 13 years ago at the age of 15. He later became a photographer and then a reporter for the Dispatch, winning several awards in each category.

He was graduated from Kent State University in Ohio in 1960 with a B.A. degree in English and journalism. He later earned an M.S. in journalism at Northwestern University.

Inside Hearst's Empire

Most Papers Profitable, But More May Go

When the New York Mirror ceased publication Oct. 16, the New York Times printed an exhaustive analysis of the Hearst empire's operations and financial status by Goldstein Charles Grutzner. The Guild Reporter herewith reprints excerpts from Grutzner's 6,500-word story.

The chain of newspapers with which William Randolph Hearst wielded great influence across this country and in international affairs for more than half a century has shrunk with the sale of the Mirror from more than 30 papers to 10.

Most of the remaining papers show a profit, but several are losing money and will be sold, merged or killed if efforts to make them pay do not succeed. At the same time, the Hearst organization is ready to buy additional newspapers.

The New York Mirror was for several years one of the heaviest money losers in the Hearst chain although it had the second largest circulation of any newspaper in the United States.

Recent Hearst acquisitions that have proved profitable have been in the magazine and television fields. Early this year the Hearst Corp. went into a new field—musical compositions. It set up two subsidiaries—Features Music Corp. and KFS Music, Inc.—to deal in music for motion picture and television soundtracks for "Popeye" and other Hearst comic and feature characters.

The newspaper chain, while associated most closely in the public mind with the name Hearst, is only one part of the vast and varied empire created by America's most bizarre publisher.

The Hearst Corp., parent of about two dozen active subsidiary companies, owns fabulously rich timber, ranch and development lands in California; radio and television stations; millions of dollars of New York City real estate and shares of gold and silver mines in Mexico. It publishes highly profitable paperback books and a string of magazines.

Through subsidiaries, it owns power plants and paper mills in Canada, Maine, Arizona and Alabama; produces newspapers, publishes magazines in Great Britain and cookbooks, dictionaries and do-it-yourself books in several languages, and engages in other enterprises.

Together these holdings are worth hundreds of millions.

Six Papers Jettisoned

Since the death of Mr. Hearst 12 years ago, the guardians of his empire have also sold, merged or suspended publication of daily papers in Chicago, Pittsburgh, Detroit, Boston, Los Angeles and Milwaukee. They merged the San Francisco Call-Bulletin with the Scripps-Howard News, putting the new hybrid into joint ownership in 1959. Three years later the Hearst Publishing Co. bought out the Scripps-Howard interest in the News Call Bulletin.

International News Service, the Hearst wire service, was merged in 1958 with the United Press. The American Weekly, a magazine insert used by Sunday papers for decades, disappeared in 1962 from 22 non-Hearst papers. It survived briefly in nine Hearst papers and one former Hearst paper, the Chicago American, but ceased publication this September.

The only newspaper acquisition since Mr. Hearst's death has been the Knickerbocker News, bought in 1960. The Knickerbocker News is Albany's only afternoon paper and the Hearst-owned Times-Union the only morning paper. Under these conditions the Albany operation is showing a profit.

The reduction of the Hearst newspaper domain is part of the nationwide trend toward fewer daily newspapers. Rising costs of newsprint, labor and other essentials, competition from television for the advertising dollar and a growing tendency among publishers to seek monopoly of a city as an answer to their fiscal problems are continuing to bring about mergers and suspensions of papers.

In New York, the Mirror was losing money faster than the Journal-American could earn it.

In San Francisco neither the Examiner—cornerstone of the Hearst publishing enterprise—nor the News Call Bulletin is living up to financial expectations.

Conflict At The Summit

There are conflicting ideas inside the decision-making councils of the Hearst organization on how to treat the ailing properties. This issue is part of a wider schism in which the opposing line-ups are: On one side, the Hearst sons and those grandsons who have become newspaper men; on the other, Richard E. Berlin, 69-year-old president of the Hearst Corp., and other old-line executives whom the late publisher



Pressman checks Mirror's last press run.

Wide World Photo

made lifetime mentors of his heirs in the administration of his estate.

The Hearst Corp., wholly owned by the family and two philanthropic foundations, does not make any public accounting. The only financial statement available is a balance sheet it submitted for a credit rating. This reflected an apparent tangible net worth of \$84,521,386.

Hearst executives say this is as unrealistic as the \$60-million appraisal put on the estate after Mr. Hearst's death. Mr. Berlin said the worth was "in nine figures."

Ten of the magazines—among them such money-makers as Good Housekeeping, Harper's Bazaar and Motor—would have a combined tangible worth of about \$10 million, according to the mathematics of the balance sheet. But Gerhard O. Markuson and Frank Massi, the financial experts of the Hearst organization, say this is a minimum figure that does not include goodwill.

"We'd have no trouble getting \$75 million to \$100 million just for the magazines," said Mr. Markuson.

The disparity between the balance sheet listing and the true value of some Hearst properties was highlighted as recently as last July when the Hearst organization purchased the remaining half interest in television station WTAE in Pittsburgh. The half interest already owned by the Hearst organization had been carried on its balance sheet at a valuation of only \$600,000. Yet the Hearst interests were glad to put up \$10,600,000 in cash to buy the other 50 percent from the independent half-owners.

The Sunland and Livestock Division, whose holdings include Wynton and 76,000 acres remaining at San Simeon, the senior Mr. Hearst's California estate, is on the books for less than \$3 million. Mr. Markuson said the development potential of those properties was well above \$100 million.

'We're Loaded With Cash'

"We sit here loaded with cash and government securities, and we don't owe a nickel to anyone," said Mr. Markuson in a recent interview.

"We're looking for new properties," he said, "if we can find the right things. They may be newspapers, preferably, or TV stations or magazines, and we're prepared to pay cash. What we're trying to do is weed out things that are not profitable and replace them with something profitable. We are not impatient with our newspaper properties. But some markets across the country are changing and we have to adjust to the changes."

The only company in which there is public ownership is Hearst Consolidated Publications Inc. This is the only one required to make annual reports.

Since 1957, when it showed a profit of \$19,327, Hearst Consolidated Publications has been losing money. It reported losses of \$2,710,378 in 1958, \$2,402,580 in 1959, \$6,461,896 in 1960, and \$8,766,584 for 1961.

For 1962, the deficit was \$7,536,901. A loss of \$4,102,000 was reported for the first six months of this year.

Mr. Berlin has been able to count on a majority to support his position on all important questions. The Hearst sons did not chafe at first under his tight control, but they have felt in recent years that their broad newspaper experience and maturity entitle

them to a bigger voice in matters affecting the papers.

While agreeing with the business executives that every paper must eventually show a profit or die, the Hearsts want to spend more money on improving the content of the ailing papers before giving up. They have reminded their fellow trustees from time to time of the request in "The Chief's" will "not to part with the ownership or control of any newspaper, magazine, feature service, news service, photographic service or periodical . . . unless it shall, in their opinion, be necessary or prudent to do so."

Mr. Berlin and the Hearsts have denied widespread reports of a power struggle within the inner council.

"One always hears about power blocs in every large company," said Mr. Berlin. "As far as we are concerned, that is a lot of nonsense. Like any family we have differences of opinion on some subjects. We discuss our opinions frankly and reach an agreement. Naturally, all of our decisions are not unanimous."

Mr. Berlin, who said it appeared to him that New York "has more newspapers than it can justifiably support," declared: "Personally, I would sell anything but the wife and children if the proper price were offered."

William R. Hearst, Jr., had this comment: "Dick Berlin is maybe more ready to sell than to pour money into a losing paper, but he's not a wreck."

Interviews with several members of the family and with many persons in and outside the organization indicate the true state of affairs lies somewhere between a do-or-die power struggle and "one-happy-family."

Unwillingness To Invest

One reason for the Mirror's loss of money was its failure to appeal to substantial advertisers. Most important, perhaps, was that it was in direct competition with the News, which has the nation's largest circulation, more than two million daily and about 3,100,000 on Sundays.

The Mirror's recent circulation average of slightly more than 800,000 daily and about one million on Sundays was down from last year and far below its figures of 972,000 daily and 1,250,000 a decade ago.

The Mirror had an outmoded plant with dilapidated presses, but Hearst businessmen have been unwilling to invest in new equipment or make major improvements in the paper's content.

Founded with the idea of providing "90 percent entertainment and 10 percent news," the Mirror did not, in the opinion of some Hearst men, swing far enough toward giving more news and less entertainment.

About two years ago John T. Wallace, who moves from ailing paper to ailing paper to give first aid, instituted some changes at the Mirror, mostly in make-up and features. His ministrations, including a cash give-away stunt, resulted in a circulation gain of the daily paper, but were not sufficient to pull it out of the red ink.

Mr. Berlin was against pumping unlimited transfusions of money into the Mirror. "The Mirror cannot make money selling at five cents," he said, "because that is an unrealistic price. However, if the single-copy price were increased to seven cents, this would produce a substantial profit."

By ERWIN SAVELSON.
New York Mirror Unit

It began like any other Tuesday in New York—except that it was unusually warm for an Oct. 15th. The temperature was reaching for 79. So they turned on the air conditioning in the big Mirror city room on the third floor in the brick loft building at 235 E. 45th St.

The day's schedule looked busy to Assistant City Editors Bob Hertzberg (Mirror class of '28) and Mike Adler (25) and Picture Editor Manny Elkins (24).

Topping it off was the big local story—Cosa Nostra informer Joe Valachi was being returned from Washington to sing to grand juries about a dozen unsolved underworld murders.

"It's going to be one of those days," remarked rewrite man Wilfred Alexander (45), president of the New York Guild.

All in all, it was a beautiful, warm, Indian-summer day—but few hot it was going to get. . . . For it was 1 p.m. and the second largest paper in the nation, with 1,600 human beings working for it, was already beginning to fade into history. In five hours, it would be no more.

From Publisher Charles B. McCabe's sanctum on the floor above came Editor Glenn Neville. Be-

Erwin Savelson is the winner of two New York Guild Page One Awards (1955 and 1956) for reporting on the Middle East and Israel. In May 1963 he won the Gold Typewriter Award of the Reporters Association of New York City for outstanding public service in journalism by exposing graft and corruption in the administration of rent controls. Savelson wrote the New York Mirror's final lead story on Joe Valachi; after 19 years' service with the Mirror he is now a member of the New York World-Telegram & Sun staff.

hind him strode Managing Editor Selig Adler and Executive City Editor Ed Markel. They didn't have their usual bounce. Glum and pale, they glanced swiftly around the room.

Adler walked to the city desk. "Alan Kirk's dead," Mike Adler, his brother, informed him.

"So are we!" the managing editor snapped impatiently, turned and hurried into his private office. His cryptic remark made no impression.

A while later, the city-desk switchboard boy reported, "UPI's on the phone—wants to know who's getting the Mirror's features?"

"Tell them we don't know what they're talking about," the desk ordered.

"Hey, what's up?" asked a young reporter.

"Oh, there's a report around that we've merged with the Journal-American," said a photographer just in from the street.

Again the switchboard boy broke in:

"CBS is calling—wants to know what's going on at the Mirror?"

"Tell them we only work here—we don't know," was the answer.

So it went for the next hour . . . rumors and phone calls. Nobody wanted to believe that what they had feared since the end of the



The Mirror Newsroom—After The Wake

Wide World Photo

114-day strike had come true: That the Mirror was going out of business.

Some ventured into the editors' offices to ask questions. They came out, shrugging their shoulders.

"Nobody, but nobody, in there knows anything," they reported. "What a bunch of reporters we are," apologized a staffer. "People outside know more of what's happening here than we do."

Some staffers went to phones to call their wives: "Don't worry, dear, maybe it's not true . . . maybe."

But the hopes, the dreams that the paper for which some of them had worked since June 1924, when the first edition rolled off an old press in an old, dilapidated building at 55 Frankfort St., was going to survive, were being dashed.

The rumors were too widespread and strong now to be rejected. The staff milled around Alexander, suggesting he try his hand as Guild president to nail down the rumors.

"Alex" stalked into Adler's office. He came out ashen-faced in a few minutes, saying, "I'm calling the Guild." Someone quoted Adler as having told "Alex" that "we're dead ducks."

Still, there was no official word from the front office. Moments later, the bombshell erupted.

Fuzzed Mirror staffers looked up from their desks as reporters from other papers and the wire services, plus radio and TV reporters and cameramen carrying klieg lights and equipment, moved into the city room.

The Mirror men and women looked on in disbelief. Once they had flocked to cover similar news breaks. Now, they were being besieged and interviewed. About what? They still didn't know. The visiting newsmen said they were just "ordered" to go to the Mirror and stand by for a major news event.

Selig Adler walked down a flight to the composing room. He handed a white paper to Marty Tanzer, who was in charge of distributing copy to typesetters.

When Marty asked, "What's this?" Adler replied, "Get it set and then go out and get a job." With that, he returned to his own office, grim-faced.

The news spread like lightning—up from the composing room, through the editorial room, into the business, advertising and production departments, down into the press room and out into the

street where drivers waited with their red-painted Mirror trucks, prepared to begin delivery of the night's editions.

Bill South, New York Guild representative assigned to the Mirror, entered the city room, accompanied by Alexander.

In his hand Alexander held a composing room proof. "We're all through," he said, and then no more words would come. He handed the proof to South.

The TV klieg lights blazed as South mounted a desk. The staff clustered around.

"Here it is," South began, "from management."

"The Hearst Corp. announced yesterday that it will cease publication of The New York Mirror with the issue of Oct. 16, 1963."

"The name, good will and other intangible and physical assets of the Mirror have been sold to the New York News."

The stunned staff listened silently as Alexander scored "the callous and cold-blooded way this was kept from you."

Assistant City Editor Mortimer Davis (50) shook his head and said:

"Second time this has happened to me. The Sun folded under me on Jan. 3, 1950."

"It's never any different. When a paper dies, it doesn't make any difference whether you're a king or peasant—you're dead."

Office boys arrived with the Country Edition. It did not contain a word of the Mirror's demise.

"It'll be in the One-Star," an editor said. "The News and Mirror are announcing it at the same time."

Staffers began moving belongings out of desks. One began typing an obituary:

"The New York Mirror, 39, a partner in the Hearst Corp., died yesterday at its home, 235 E. 45th St., after a long illness. It is survived by a sister, the New York Journal-American. Funeral services will be held at 11 a.m. today at the New York Daily News, 220 E. 42nd St."

There were some who forced a smile as they read the obit. Others, embittered, frowned. One said:

"Typical Hearst closing. They ring down the curtain in the middle of the third act and don't tell anybody anything."

The obit didn't make Page 1. The front page head was: "Valachi Sings Here Today."

A staffer piped up: "It should be—'Valachi Sings, Mirror Cries.'"

"It is with deep regret," read the wire, "that the management must inform you of the termination of your services as of the end of your shift which you began on Oct. 15, 1963. It will not be necessary for you to report for further duty after such date."

And when the staffers asked, "Why? Why?" they got a partial answer from ANG President Arthur Rosenstock and Thomas J. Murphy, executive vice president of the New York Guild—500 of whose members were now without jobs.

"It's obvious the News caused the Mirror's death," said Rosenstock. "Having presided at the execution of the Mirror, the News is now in a position to increase its price to 10 cents, monopolize the morning tabloid field and set its advertising rates where it pleases."

Someone noted the Horoscope for the days in the Mirror and brought a laugh as he read what it said: "You can now get closer to your family."

Another spoke up: "So this is the paper with a heart!"

The slogan had been coined by Publisher McCabe.

How do you write "30" to a great, metropolitan newspaper? How do you say, "Goodbye?"

There was another night to remember—Feb. 27, 1931—when the World was merged with the Telegram, and F.P.A. (Franklin P. Adams) wrote in The Conning Tower:

"And so to all concerned The Conning Tower, trying to stave off the final word like a child asking for another drink of water before the light is turned out, says 'Goodbye.'"

And so to the New York Mirror—1924-1963.

"30"

A Hiring Message To Newspaper Executives—

Talents Make Newspapers

Talented and experienced staff members of the New York Mirror, which died Oct. 16, are available for new employment . . . not only from the news side of the paper but from advertising, circulation, the business office and composing room. Included are:

Reporters
Copyreaders
Deskmen
Rewriters
Photographers
Artists
Advertising Sales Personnel
Secretaries
Stenographers
Clerks (many classifications)
IBM Machine Operators
Cashiers
Telephone Operators
Circulation men
Office Boys—Messengers—Copyboys

If there is an opening for any of these on your paper, and you want it filled with an employee of proven fitness for the job, you'll find your man among these former Mirror employees . . . or we can find him (or her) for you—fast. Telephone, wire or otherwise communicate with:

JOB PLACEMENT BUREAU
Newspaper Guild of New York—JU 2-0530
133 W. 44th St., New York 36, N.Y.

N.Y. Unit Wins \$10 At Top

New York City—Editorial personnel of the Foreign Policy Association will receive wage increases ranging from \$5 to \$10 in a new two-year contract negotiated by the New York Guild.

The increases, divided evenly for each year, will give writers a top minimum of \$151 and typist-stenographers a top of \$82.

Other new clauses provide double-time pay with a minimum of a full day's pay for Sunday and holiday work, a fourth week's vacation after three years instead of five, and an increase of nine weeks, to 40, in top severance pay.

ANG model-contract clauses have been included in the contract's military-leave section, which now gives employees full credit for military time in computing all benefits. Funeral leave is provided in the death of grandparents as well as parents, children, spouse, brothers and sisters, previously included.

The probation period has been cut from eight to four weeks in some categories and from 12 to eight in others. The contract is retroactive to June 1.

Toronto Contract Brings Gains Up To \$14.62

Toronto, Ont.—Increases in top minimums ranging from \$5.18 to \$14.62 in two steps have been negotiated between the Toronto Guild and the Toronto Racing Form.

Top minimums will go to the following levels in a new 34-month contract: assistant statistical editor, \$138.50; senior clerk, \$125.35; intermediate clerk, \$104.68; file clerk, junior clerk, stenographer and returns-room clerk, \$91.30; and janitor and night watchman, \$84.64.

In addition, the new contract, retroactive to Dec. 1, 1962, provides for a full Guild shop, a 10-percent night differential, a no-discrimination clause, a no-strike work clause, an improved hospitalization program and pension and automation provisions identical with those in the Toronto Star contract (GR, June 7).

N.Y. Post Unit Bars Arbitrator, Rejects Pact

New York City—A proposed New York Guild contract with the New York Post was rejected 155 to 13 last week by unit members who objected to one of six arbitrators named in the proposed contract's grievance clause.

The Unit Council had said it would recommend acceptance of the contract if the list were modified, but management insisted that the arbitrator's name be retained. The council then urged rejection.

The Post contract had been held up for almost a year by a dispute over management's proposal that an unlimited sick-leave clause be modified. When agreement on an acceptable modification was reached, the choice of an arbitrator snagged accord.

Other contract terms, including an average two-year wage increase of \$8, plus \$4.13 for a five-month extension, parallel terms approved by Guild units at New York's other major metropolitan dailies. The contract will be retroactive to last Nov. 1.

Death Of A Newspaper

How The Survivors Fared

WHEN a big newspaper dies, what happens to its people?

When the weekly paychecks stop, and employees from all departments are thrown into the job market, are things any different for white-collar workers than for their blue-collar colleagues? Do they adjust more easily, find new jobs more quickly? How important are such factors as age, sex, skill and education?

These are some of the questions asked by a team of sociologists, headed by Dr. Louis A. Ferman of Michigan's Institute of Labor and Industrial Relations, after the shutdown of the Detroit Times in November 1960.

Their findings, published by the W. E. Upjohn Institute for Employment Research as "Death of a Newspaper: the Story of the Detroit Times," were based on questionnaires and personal interviews developed over a six-month period after the shutdown.

Workers in all departments at the Times were ill prepared for the sudden closing, Ferman says.

"Unlike industrial workers who face the frequent prospect of layoffs and underemployment, the Times workers were strangers to unemployment," he points out.

First reactions were "despair, sorrow, anger, bewilderment and resignation," Ferman reports that nearly all the employees agreed that the Times had been a good place to work, that it had paid above-average salaries and that its management had been more willing than most to consider employees' problems and seek solutions to disputes by discussion with its workers' unions.

The Second of Two Articles

Ferman found that 75 percent of the editorial and 45 percent of the commercial workers had found jobs at the end of six months. But not all had been able to keep them: Only 66 percent of the editorial group and 39 percent of the commercial were actually working after six months. One in seven of those working, Ferman says, had doubts about whether his job would last.

A number of workers—29 percent of the editorial and 15 percent of the commercial group—were re-employed immediately. Many of these were contacted directly by employers, including the surviving Detroit papers, the Free Press and the News.

But 25 percent of the editorial workers and 55 percent of the commercial employees were unemployed for the full six months covered by the survey.

All employees received pension refunds, amounting to about \$160 per person, and three weeks' accrued vacation pay. Editorial and commercial employees covered by Guild contract also received two weeks' pay in lieu of notice and two weeks' severance pay for each year of service up to a maximum of 29½ years. In some cases, severance pay amounted to more than \$10,000.

But only 12 percent of the former Times employees reported that severance pay and alternative sources of income—such as corporate shares, property rental, in-

come from another wage earner in the family, or unemployment compensation—enabled them to meet current expenses and to continue living on the same standard as before the shutdown. Almost half said they were forced to put off purchases they had planned to make.

Ninety-two percent of the workers contacted by Ferman reported having some savings when the Times shut down. Six months later, 12 percent reported that their savings had been used up.

A typical response came from an editorial worker who said:

"I used savings for rent, clothes and my car payments. I tried to avoid it and used up my severance money and vacation pay first, but I could not manage on my unemployment check and can't get by now on my salary."

SHORTLY after the paper closed, the Detroit Guild began an intensive job-hunting campaign in behalf of the former Times employees. Working directly with the Michigan Employment Security Commission, the Guild prepared work resumes and distributed them to potential employers, kept a running account of available jobs, issued a regular newsletter to all Guild members, placed newspaper ads describing the plight of the workers, and invited out-of-town editors to interview prospective employees.

The Guild's effort was the only organized and systematic attempt to find employment. Although it had some success, Ferman says it resulted in relatively few placements. He gives these reasons:

► The campaign was, of necessity, hastily organized.

► While it turned up a large number of job offers, many were from far away and offered such low salaries that workers rejected them.

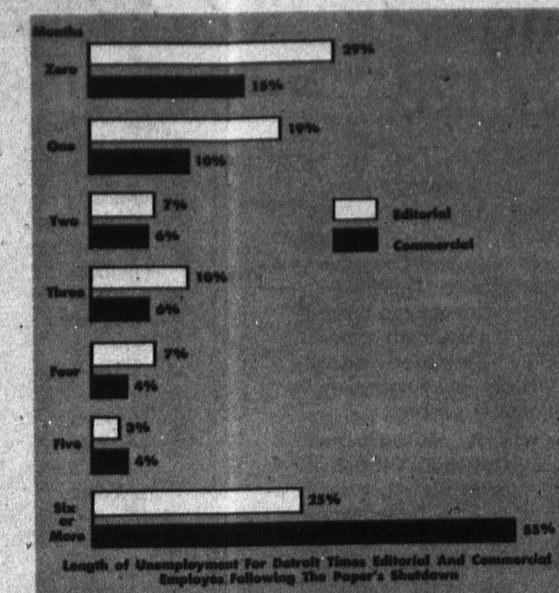
► Initial public interest in the unemployed workers was followed by apathy when misleading newspaper reports indicated that most of the ex-Timesmen had been rehired.

► The Detroit labor market was already seriously depressed.

Other institutional help was hardly used at all, Ferman says. Both editorial and commercial workers had little interest in either state or private employment agencies but depended primarily on direct application.

"Time and again," Ferman reports, "these workers remarked, 'The way to get a job is to get as many irons into the fire as possible.' A mail application was considered secondary to personal contact with the individual doing the hiring. Fifteen or more job applications were not uncommon. A significant number of ex-Times employees continued to make job applications after they had obtained new jobs, reporting to Ferman that they were hoping to find better or more interesting positions or that they were uncertain how long their new jobs would last.

One in five of the workers reported turning down at



least one job and often gave more than one reason for doing so. These were the reasons frequently given:

Lower pay, 97 percent; lack of training for the new job, 72 percent; desire to remain in Detroit, 67 percent; bad hours, 55 percent; the fact that the job would impede looking for more suitable work, 35 percent; preference for more suitable work, 30 percent.

IN the mechanical departments, in which employees were covered by craft-union contracts, workers made far fewer job applications and showed far less concern about finding jobs.

Their attitude, Ferman says, was summed up by an ITU member who said: "As long as you have a union card, the union got to find you a job. Why worry?"

In the circulation department, represented by the Teamsters, problems of re-employment were eased somewhat by the fact that considerable numbers of outside circulation personnel were hired by the Free Press and the News in their struggle to capture the Times' subscribers.

About 80 percent of the displaced Times employees, Ferman says, were ultimately able to locate jobs in the newspaper industry, including nearly all the mechanical employees and all but a few of the editorial workers, some of whom left the field voluntarily to take jobs with magazines and book-publishing houses.

Most of those who left the newspaper business involuntarily were concentrated in the business and circulation departments where, Ferman says, occupational skills were less highly developed, in many cases.

The study, Ferman concludes, does not support the common assumption that white-collar workers find new jobs more readily than blue-collar workers.

"There is marked similarity," he says, "in re-employment and unemployment experiences between white-collar and blue-collar workers."

"The white-collar status is, apparently, no guarantee of immediate and continued employment following job displacement. Unskilled white-collar workers have as much difficulty in finding new jobs as do unskilled blue-collar workers."

\$25,000 Roosevelt Fund Goal Set

(Continued from Page 1)

devotion to improving their lot."

"She would be the first to admit many of the ambitious endeavors she launched have not reached fulfillment," the board said. "Her millions of friends throughout the world must take on the task of spreading her goodness and spirit."

The foundation's program of "living memorials" to Mrs. Roosevelt includes cancer research, the development of support for the United Nations, the promotion of human rights, and aid to emotionally troubled children.

ANG President Arthur Rosenstock is a member of the foundation's national council.

The IEB designated Secretary-Treasurer Charles A. Perlik, Jr.,

IEB Gives \$500 To Kingsport

Cleveland, Ohio—The International Executive Board last week voted a \$500 contribution from ANG's International Defense Fund to striking printing-trades workers at the Kingsport Press in Tennessee.

The board acted to supplement contributions that Guild locals have been asked to send to the Kingsport strikers, who have been on the picket lines for more than seven months.

Guild locals have thus far contributed \$300, with \$100 donations from St. Louis and Wire Service and a \$50 contribution from Chicago the latest to be announced.

to maintain ANG liaison with the AFL-CIO's Eleanor Roosevelt Memorial Fund Committee.

In addition to its action on the Memorial Fund, the IEB voted a donation of \$100 to the Washington United Givers Fund and contributions of \$25 each to the American Civil Liberties Union, the Post-War World Council and the National Consumers League.

What President Kennedy described as "a legacy from Eleanor Roosevelt" was presented this month in a long-awaited report of the President's Commission on the Status of Women.

The commission, headed by Mrs. Roosevelt until her death last Nov. 7, issued a far-ranging "invitation to action" to communities, state and federal governments, businesses and volunteer groups to join in improving the lot of the nation's 96 million women and girls.

The report stressed that in many areas progress for women hinges on progress for society as a whole, citing a warning by Labor Secretary W. Willard Wirtz that "there is not going to be much in the way of expanding opportunities for women unless we are ready and able to assure the jobs which the economy as a whole requires."

The commission urged that minimum-wage and maximum-hours legislation be extended to include industries in which women are now unprotected and that women in employment not subject to federal jurisdiction be protected by state laws to "protect the right of all workers to join unions of their own choosing and to bargain collectively."

"The white-collar status is, apparently, no guarantee of immediate and continued employment following job displacement. Unskilled white-collar workers have as much difficulty in finding new jobs as do unskilled blue-collar workers."

Traveler Gets New President In Policy Fight

Boston, Mass.—A "fundamental disagreement" on the future of the Boston Herald-Traveler has been resolved with the appointment of George Akerson as publisher and president and the elevation of former publisher Robert B. Choate to chairman of the board.

Akerson, announcing the managerial realignment Oct. 22 to representatives of the Boston Guild and other unions representing Herald-Traveler employees, declared that the board of directors had rejected a proposal by Choate that the paper be sold.

Akerson, formerly associate publisher, said he had been given a mandate to improve the paper's profit position.

Akerson also announced that published rumors that S. I. Newhouse has been acquiring Herald-Traveler stock are without foundation.

Henry Garfinkel, a friend of Newhouse who recently became the Herald-Traveler's largest single stockholder, this week put his stock into a voting trust administered by three prominent Boston trustees "in order to set at rest rumors of a change in management," the New York Times reported.

ORGANIZING—McLaughlin, chairman; Muldowney, Lane, Hickey and Schiewe.

Committee Posts Go To Dobson, Schiewe

Cleveland, Ohio—Vice President Jack Dobson was chosen chairman of the International Executive Board's Research and Information Committee and Vice President Marshall W. Schiewe was named Human Rights Committee chairman as the IEB reorganized last week following biennial ANG elections.

Dobson replaces Eric R. I. Cawdron, who did not seek re-election. Schiewe fills the post formerly held by Michael Mastrullo, who was defeated for re-election.

The board's two new members, Noel Wical and William H. McLeman, were assigned to the Collective Bargaining Committee and the combined Research and Information, Guild Reporter and Human Rights committees.

Following is the complete list of committee assignments:

Curb Monopoly, Nixon Urges

New York City—Former Vice President Richard M. Nixon has suggested that President Kennedy act to halt the closing of major U.S. newspapers.

Nixon last week urged the President to call a meeting of publishers and newspaper-union leaders to discuss ways of stemming the trend toward newspaper monopolies. He said the public interest justifies action to curb the growth of monopoly in the industry.

Nixon made the suggestion after the New York Mirror was sold to the rival Daily News and put out of business in what the former vice president termed "a great tragedy."

The suspension left the Mirror's only rival, the Daily News, with a monopoly of New York's morning tabloid field.

Newspaper Mergers Decried By Salinger

New York City—Those who place the entire blame for the death of U.S. newspapers on "economic factors" are advancing an "excuse" that may ignore other problems, according to Presidential Press Secretary Pierre Salinger.

Salinger said he didn't believe economic reasons were "the whole story" behind the closing of the New York Mirror, which ceased publication Oct. 16 with a statement blaming increased costs.

The press needs "a heavy dose of preventive medicine," the White House news secretary told a Sigma Delta Chi luncheon at the Overseas Press Club. He cited a failure to "innovate and meet the changing times."

"How long," he asked, "are we going to accept the excuse of economic factors for the death of our newspapers without recognizing that, while this may be true, there may be other problems with our newspapers?"

"How long are we going to treat newspaper properties as cement factories, corporate farms—and even, in some cases, as convenient tax losers—to the exclusion of the public interest?"

"Where is the inner soul-searching in this industry that I feel is necessary for its survival—not merely criticism, but criticism which can lead to innovation?"

Salinger, a Guild member until he left the industry in 1957, warned that "a smug, self-satisfied press" cannot survive.

"It can't long survive if it loses the confidence of its readers," he declared, "if the press is so fragile, so perfect that it can't take criticism."



FUND KICKOFF: U.N. Ambassador Adlai E. Stevenson, chairman of the Eleanor Roosevelt Memorial Foundation, greets ANG Executive Vice President William J. Farnson, who represents Mrs. Roosevelt's union at a reception launching Washington fund drive for the foundation. Others are Philip Klutznick, chairman of the foundation's national fund campaign, and Mrs. Eugene Meyer, who gave the reception at Washington's Mayflower Hotel.

'Legacy From Eleanor' Urges Aid To Women

retary W. Willard Wirtz that "there is not going to be much in the way of expanding opportunities for women unless we are ready and able to assure the jobs which the economy as a whole requires."

The commission urged that minimum-wage and maximum-hours legislation be extended to include industries in which women are now unprotected and that women in employment not subject to federal jurisdiction be protected by state laws to "protect the right of all workers to join unions of their own choosing and to bargain collectively."

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The report stressed that in many areas progress for women hinges on progress for society as a whole, citing a warning by Labor Secretary W. Willard Wirtz that "there is not going to be much in the way of expanding opportunities for women unless we are ready and able to assure the jobs which the economy as a whole requires."

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COPE Gifts Lagging, ANG Prods Locals

Guild locals have been urged to step up their efforts in support of the AFL-CIO Committee on Political Education in the face of lagging contributions toward ANG's COPE quota.

The Guild's quota for 1963 is \$2,865. Contributions so far, including \$212.50 donated by delegates to the Philadelphia Convention, amount to only \$330.50 with less than three months to go.

Richard P. Davis, ANG's associate director of research and information, pointed out in a letter to all local and district council presidents that the campaign now is up to the councils, locals and individual members.

He urged the formation of COPE committees to work toward the fund goal.

Calling upon locals and district councils to make treasury contributions directly to COPE, in accordance with Convention recommendations, Davis pointed out

Copies of a brochure entitled "How to Conduct a COPE Dollar Drive" and a flier, "What Is COPE?", were sent with the letter. Additional copies are available from COPE or ANG's Research and Information Department.

"The IEB hereby extends its deepest thanks to the Cleveland Guild, its officers and its members, whose cordiality has made its stay here an occasion of pleasure as well as of duty."

Idled By Strike In N.Y., 20 Get N. J. Benefits

Trenton, N.J.—Twenty New York Guild members thrown out of work by last winter's New York newspaper strike have been awarded unemployment compensation by a New Jersey State Employment Division tribunal.

The tribunal reversed rulings by local unemployment-insurance offices, which had held the Guildsmen, who live and work in New Jersey, were disqualified from receiving benefits because their unemployment was due to an industrial dispute.

Jacob Orenstein, senior appeals examiner, declared that the 20 employees were eligible for compensation because there was no strike at the offices where they were employed. The 20 worked for the New York Times, Herald Tribune, Mirror or Daily News in New Jersey.

The board, in a resolution adopted as its final act of business, declared:

"The Cleveland Newspaper Guild, in serving as host for the 30th Anniversary meeting of the International Executive Board, has shown that its tradition of hospitality is as strong as its tradition of Guild militancy, and that its warmth of heart is as great as its strength of purpose."

"The IEB hereby extends its deepest thanks to the Cleveland Guild, its officers and its members, whose cordiality has made its stay here an occasion of pleasure as well as of duty."

IEB Applauds Clevelanders

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Organizing Drives Eyed In Small Cities

Cleveland, Ohio—The International Executive Board last week recommended the exploration of new organizing possibilities among small-town newspapers.

Noting that ITU President Elmer Brown has announced plans to press for a cooperative organizing campaign with other newspaper unions in smaller communities, the board urged Executive Vice President William J. Farson to "exert every effort to ascertain the organizing possibilities in this area" in cooperation with all of the craft unions.

"Interunion cooperation of this type offers the Guild an opportunity to increase its membership in areas where it often could not succeed while acting independently," the board declared.

To facilitate organizing efforts, the board recommended a constitutional amendment that would allow new members not yet working under a Guild contract to be exempted from assessments.

The board also recommended a series of constitutional changes in accordance with an International Election and Referendum Committee request for greater flexibility in setting the dates for balloting in ANG elections.

The board recommended that the date for mailing ballots be

changed from Aug. 31 to not later than Sept. 9, that the IERC be permitted to establish the voting period between 15 and 30 days after the mailing instead of no later than 22, and that the deadline for postmarking election returns be changed from the 22nd day after the mailing of ballots to the second day after the close of balloting.

Other changes would permit the IERC to tabulate returns and certify the results up to 40 days after the mailing of ballots instead of 30. If the lengthened time period were to result in certification delays past the Oct. 15 date on which new officers take office, their two-year terms would not begin until the date their election was certified.

The IERC asked for a more flexible procedure to avoid situations in which it is constitutionally required to meet over the Labor Day weekend and which result in a voting period that usually embraces the Jewish holidays.

The board referred to its Constitution Committee a Conference of District Councils request that it redefine the councils' boundaries. District councils have been asked to furnish the board with a description of their present jurisdictions to assist in the task.

Organizing

Albany Files Petition At Schenectady Daily

Schenectady, N. Y.—The Albany Guild this week filed a representation petition for 26 circulation-department employees at the Schenectady Union-Star, whose nonmechanical employees have been unorganized.

The petition was submitted to the NLRB Oct. 23 after Richard Trent, the publisher, rejected a request by International Representative J. Ed Allen and Chester Vanderbilt, Albany Guild president, for a card check.

A majority of the Union-Star circulation employees have announced themselves as an organizing committee in a letter to management.

Allen and Vanderbilt warned that an unfair labor-practice charge would be filed against the paper unless it rescinded dismissal action against four of the committee members.

Isolated Photoengravers Join Great Falls Guild

Great Falls, Mont.—The Great Falls Guild has become collective-bargaining agent for four photoengravers on the Great Falls Tribune and Leader.

Management agreed last week to recognize the Guild as the engravers' bargaining representative when negotiations for a new contract get under way next month.

The engravers approached G. R. Pattison, director of negotiations for the Guild, after several unsuccessful efforts to affiliate with the Photoengravers Union, which has no local in Great Falls. The Guild represents 75 other employees in the editorial, commercial and circulation departments of the Tribune and Leader.

Vindicator Challenged On 'Contractor' Claim

Youngstown, Ohio—Company claims that outside circulation employees of the Youngstown Vindi-

cator are "independent contractors" were challenged by Youngstown Guild representatives at an NLRB hearing Oct. 14 and 15 on the Guild's petition to represent 46 circulation workers.

Circulation manager Forest Stewart and a non-Guild circulation employee both contended that the circulation men were not company employees. The Vindicator has refused to recognize the Guild despite the fact that 35 of 46 employees have signed Guild cards.

The hearing will be continued Nov. 6 and 7.

Mallors Renew Attempt To Split Elizabeth Unit

Elizabeth, N.J.—The ITU Mallors, rebuffed three years ago in an effort to split 17 mailroom employees from a North Jersey Guild Unit at the Elizabeth Daily Journal, have launched a new attempt.

The Mallors filed a petition with the NLRB seeking bargaining rights on behalf of 17 Journal driver-mailers. The employees are currently working under a Guild contract that expires Dec. 31.

The NLRB dismissed a similar Mallors' petition in 1960, holding that the mailroom employees did not constitute an appropriate bargaining unit. At the same time, arbitrator David L. Cole ruled that the Mallors were guilty of violating the AFL-CIO's no-raiding agreement.

Puerto Rico Guild Loses Star Circulation Vote

San Juan, P.R.—Circulation managers at the San Juan Star voted 6-4 against representation by the Guild in an NLRB election last week. Nine of the 10 had signed Guild membership application cards.

The Guild represents employees of the Star's editorial and commercial departments.



Photo by John C. Wilson, Wire Service Guild

DOWN TO WORK: Heywood Brown, ANG's founder, casts an eye on the proceedings as Secretary-Treasurer Charles A. Perlik, Jr., hands over reports to

the International Executive Board's two new members, Noel Wical, right, of Cleveland, and William H. McLeman of Vancouver-New Westminster. Wical and McLeman took office last week.

Scripps-Howard 'Dos & Don'ts' List Scored By IEB As Invading Rights

(Continued from Page 1)

organs, or sell photographs or art work made for the newspaper.

All other outside work would also require prior approval under the policy declaration.

The IEB declared that Scripps-Howard's attempt to impose the rules not only invades the rights of editorial personnel "as Guild members and employees" but "encroaches upon their rights and responsibilities as citizens."

The board served notice that the attempt "will not be tolerated."

"Most of the locals have clauses plainly spelling out the rights of members to engage in such activities," the IEB said. "These clauses should be invoked and enforced."

Even locals without specific outside-activities clauses have avenues open to protect members from "these unwarranted invasions of their personal rights," the board pointed out.

It urged local leaders to seek ANG advice and "make it plain to management and members alike just where the Guild stands and how it will proceed."

At least two locals have already taken steps in this direction.

The Columbus Citizen-Journal Unit, in a letter to Editor Don E. Weaver, cited an outside-activities clause that permits outside work "of a non-competitive character" as long as the employee does not exploit his connection with the Citizen-Journal.

The letter, signed by Brian McNamara, unit chairman, termed the rules a "direct violation" of the contract and warned that any attempt to enforce them would be resisted as such.

"We also believe that the ethics of your employees are sufficiently high that they do not have to be spelled out in a set of rules," McNamara added.

At the Memphis Commercial Appeal, where management posted a request that no employees become involved in political campaigns "lest the objectivity of news coverage . . . be endangered in the public mind," the Guild also filed an objection.

Richard Lane, Memphis Guild president and an IEB member, served notice that the rule "clearly violates inherent and legal rights" of Commercial Appeal employees.

"The right of staffers to work for and assist candidates of their choice is the same basic right which the Commercial Appeal

espouses and defends editorially in behalf of city, county, state and federal government employees," Lane said in a letter to Frank R. Ahlgren, the paper's editor.

Eight of the Guild's 14 contracts with Scripps-Howard enterprises have clauses defining the employees' rights to engage in outside work.

"We have protested this in San Francisco, Los Angeles, Detroit and Milwaukee."

"We have protested the callous disregard for the jobs and welfare of loyal employees and faithful readers. We have protested the ever-narrowing restriction of the channels through which the public is informed."

In New York, Murphy said: "It was the Mirror program to raise its price to 8 cents, if the News would agree, to meet increased labor and production costs."

"The News management, in an effort to embarrass the Mirror economically, refused to raise its rates, thereby forcing the Mirror into a position where it had to consider selling."

Murphy demanded that U.S. Attorney General Robert F. Kennedy investigate and that the remaining New York papers establish preferential hiring for Mirror personnel.

Although rumors that the Mirror was to be sold had cropped up for more than a year, employees said management had consistently denied reports that the Mirror was shaky and had decided as "nonsense" the rumors that it might shut down.

Mirror management refused to face its employees after the news of the shutdown became known. Repeated requests by New York Guild President Wilfred E. Alex-

U.S. Investigating Hearst's Shutdown Of N.Y. Mirror

(Continued from Page 1)

that the parent Hearst Corp. has a net worth in nine figures and, in the words of one spokesman, doesn't "owe a nickel to anyone."

White House Press Secretary Pierre Salinger, addressing the New York Chapter of Sigma Delta Chi, asked, "How long are we going to continue to accept the excuse of economic factors for the death of our newspapers without recognizing that . . . there may be other factors?"

Theodore W. Kheel, architect of the settlement that ended last winter's 114-day New York newspaper strike, said, "It would be a mistake to blame the Mirror closing on the strike or the settlement."

The New York Guild quickly set up a job placement service at its headquarters, throwing all its facilities into a massive, nationwide job hunt for its Mirror members.

The Pressmen's Union filed unfair-labor practice charges with the National Labor Relations Board in an effort to force the Mirror to reopen. The pressmen charged that management had failed to bargain with the unions involved before shutting down.

In Cleveland, where he was attending the fall meeting of the International Executive Board, President Rosenstock declared:

"It is obvious that the New York News caused the death of the New York Mirror."

The News refused to raise its newsstand rate to 10 cents a copy, although the Times and Tribune did so in April as the afternoon papers had done previously. This put the Mirror, the only other morning tabloid, in an impossible economic situation.

Having presided at the execution of the Mirror, the News now is in a position to increase its price to 10 cents, monopolize the morning tabloid field and set its advertising rates where it pleases.

The death of the Mirror is another demonstration of the calculated destruction of newspapers by American publishers in their single-minded pursuit of profits at the expense of their employees and the public.

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'Read All About It! You're Fired'

New York City—Employees were spared the experience of learning about the New York Mirror's death by reading it in the paper only because New York Guild President Wilfred E. Alexander uncovered the news himself.

As rumors and tensions grew, Alexander sent a Guildsman to the composing room to snoop around. He came up with a galley proof of the company's secretly prepared announcement.

Off-duty members of the Mirror staff learned of the paper's folding from telegrams sent to their homes by management.

Practically identical with the cryptic messages sent to Detroit Guildsmen when Hearst's Detroit Times was closed in 1960, the telegrams created the impression that the recipients had been individually fired. They read:

"It is with deep regret that the management of the New York Mirror must inform you of the termination of your services with the end of your shift which you began on Oct. 15, 1963. It will not be necessary for you to report for work tomorrow."

and, a Mirror rewrite man, that a Hearst spokesman answer some of the questions in everyone's mind were ignored.

"They wouldn't even come downstairs and say 'We're sorry,'" Alexander said.

The News bought certain features and other assets of the Mirror—"to make sure it was folded," the New York Guild charged—for a price reported by Advertising Age as \$7 million, including \$3.5 million severance pay for Mirror employees, \$3 million for the paper's name and good will, and \$500,000 for liquidation of Mirror debts.

Time magazine later reported the sale price as \$10 million.

Hearst's brief announcement said the Mirror had suffered "substantial deficits over an extended period of time," and added: "The recent prolonged newspaper strike aggravated the already serious problems of the Mirror."

This theme was repeated by F. M. Flynn, publisher of the Daily News, who expressed "regret" at the Mirror's closing and blamed "the prolonged blackout of New York newspapers this past winter."

Besides Kheel, others who immediately took issue with Hearst management included Alexander and Bertram A. Powers, president of ITU Local 6, which struck four of the New York papers last winter.

"Undoubtedly the strike aggravated the problem," Kheel said, "but the Mirror and the others face rising costs in a competitive industry. Perhaps, with a more favorable settlement, the Mirror could have survived another year."

Alexander pointed out that the Mirror had not been struck but had suspended publication voluntarily by agreement with other New York publishers.

Powers, like Alexander, Murphy and Rosenstock, held that economic pressure from the Daily News forced the Mirror to the wall.

"How can a paper with the second largest circulation go out of business?" The question, posed by Walter Winchell, the Mirror's star columnist, puzzled every member of the staff.

The Times, looking for answers, pointed to surveys that revealed the following:

Three-fourths of the Mirror's daily readers and 85 percent of its Sunday readers also bought the News regularly. "The Mirror found it difficult to convince advertisers they should buy space in both," the Times said.

Circulation, reaching a high of 1,079,978 in 1948, slipped to 836,760 in 1960, then climbed back to 919,064 last year. After last winter's shutdown, however,

Murphy said the Mirror was "a profit-making enterprise for almost all the years until the last two, three or four," and he suggested that Mirror profits had been used to help cover losses of other Hearst enterprises.

In the end, he said, the chain refused to modernize the Mirror plant in order to compete with the News.

The Times, too, said the Mirror had "an outmoded plant with dilapidated presses, but Hearst businessmen have been unwilling to invest in new equipment or make major improvements in the paper's content."

The New York Guild went into action quickly after the shutdown to help members of the stricken Mirror Unit.

A Guild job-placement service, headed by Local Representative Jean Davidson, was established at Guild headquarters.

Launched Oct. 18 with ads placed in five New York dailies, the campaign by Oct. 22 had brought 250 responses from New York employers and from newspapers as far away as Puerto Rico.

The Guild stood ready to relieve distress among its Mirror members. Secretary-Treasurer M. Michael Potokor told Mirror

Guildsmen: "There will be no hardship cases. Nobody is going to have to ask City Hall for relief."

Led by the News, the remaining New York papers scrambled to capture the Mirror's readers. "The afternoon Journal-American added an eighth, 'Starlight' edition of 130,000 copies, designed to compete with first editions of the morning papers. The News increased its press run to 2.5 million, up 400,000 copies; the Times reported its sales up 35,000, the Herald Tribune, up 20,000."

The Times and Herald Tribune raised their weekday price from five cents to 10 immediately after last winter's news blackout. The afternoon papers—the Journal-American, the World-Telegram & Sun and the Post—went up to 10 cents in 1957.

Additional circulation declines after last winter's strike were shown by all New York papers except the Post, which ended its lockout and resumed publishing a month before the other six, reaping a circulation gain of 12 percent. Declines among the others for the 12 months ending Sept. 30 ranged from 2.4 percent for the News to 13.5 percent for the Herald-Tribune.



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FROM THE PAGES OF E&P
Editor & Publisher

From Editor & Publisher, October 19, 1963:

A CASE IN POINT: E&P COVERAGE IS DIFFERENT

The demise of a metropolitan daily is big news. Every medium carried the obit of the New York Mirror. But only E&P gave the newspaperman this thorough coverage: "News and J-A Share Feature Fortune Left by N.Y. Mirror" (Page 9, 13); "Short, Quick, Snappy: Mirror Here 39 Years" (Page 10); "Where Mirror's Features Go" (Page 11); "Salinger Says Press Needs Innovation" (Page 13); "Not A 'Dying Industry'" by Robert U. Brown (Page 64).

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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Editorial

Stay Of Execution

The closing of the New York Mirror and its sale to the Daily News came last week with stunning suddenness to the Mirror's 1,600 employees and its 900,000 readers.

There was no advance notice to the employees, who were favored with the usual thoughtful Hearst telegram informing them that "it will not be necessary for you to report for work tomorrow." And, of course, there was no warning to the readers, who had to read some other paper to find any more than the barest details.

It couldn't have happened that way if a Guild proposal made more than a year ago had been enacted into law.

That proposal, put forth by the Guild's 1962 Convention, would have required Hearst to give the Justice Department 60 days' notice of its plan to sell out to the News. Then, if its claim that the Mirror was a "failing property" stood up under government scrutiny, it would have been required to put the paper up for sale at its fair-market value to buyers willing to keep it going instead of closing it down.

At the worst, had no purchaser appeared, it would have provided Mirror employees with warning of what was to come and given them a reasonable time to find other jobs. At the best, it would have provided an alternative purchaser pledged to keep the Mirror publishing and stemmed the steady trend toward newspaper oligopoly in the nation's largest city.

Now the Mirror is dead, apparently beyond recall despite a suit by the Pressmen's union to bring it back to life. How many more papers must be killed before there is legislation that would require at least a stay of execution?

'She Was One Of Us'

Eleanor Roosevelt didn't have to be a member of the Guild. Of course, she didn't have to be a lot of things. She could have lived quietly in the White House as a nonentity of a First Lady instead of taking a role in the life of the nation her husband headed. She could have retired from public life instead of serving as a United Nations delegate—the chief advocate of support in this country for the United Nations, and an inspiration for peoples of the entire world.

Mrs. Roosevelt was these things, and she was a member of the Guild. The Guild is highly proud of Mrs. Roosevelt's membership. There wasn't much we could do for her, and she did a lot for us, just by belonging.

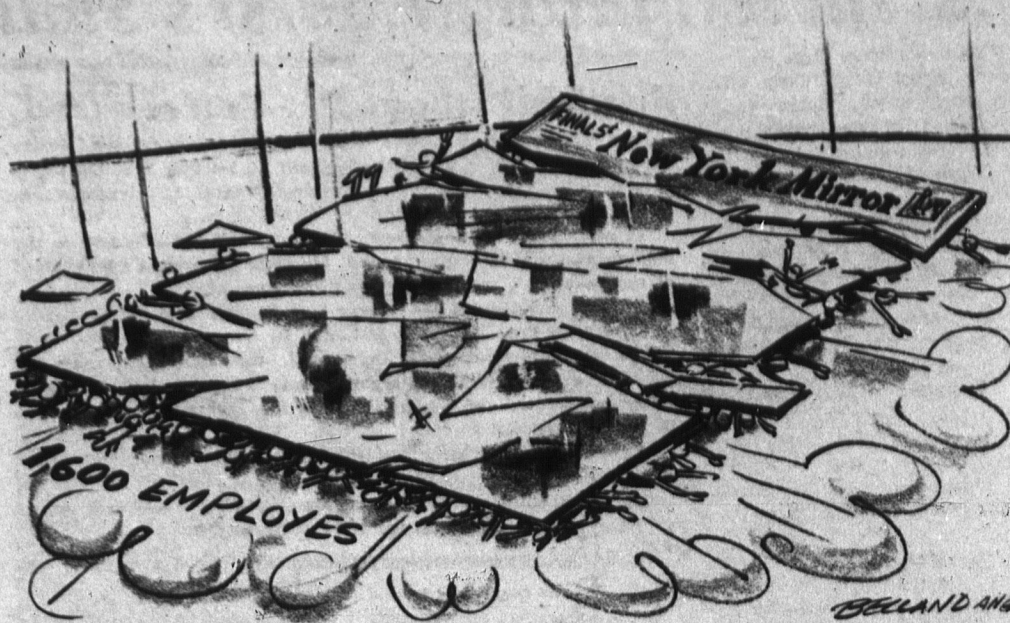
So as a drive for a fund that will finance "Living Memorials" to Mrs. Roosevelt is initiated, Guild members will welcome the opportunity to express their pride in a tangible way.

What will be done with the \$25 million the Eleanor Roosevelt Memorial Foundation hopes to raise?

It will be used to continue the work Mrs. Roosevelt conducted through her life. It will help develop a human rights program, nationally and internationally, to carry forward Mrs. Roosevelt's efforts as an architect of the United Nations' Universal Declaration of Human Rights. It will support cancer research, the building of a school for emotionally disturbed boys, the work of organizations that are promoting understanding of the United Nations. And it will help construct Eleanor Roosevelt wings to the F.D.R. Library at Hyde Park.

The ANG's International Executive Board has called upon each Guild member to contribute an hour's pay to the Eleanor Roosevelt Memorial Fund. This isn't much, and we, more than members of any other union, ought to give, and give gladly.

For she was one of us.



DATELINE: WASHINGTON

Goldwater Boom Reflects Republican Dilemma

By WILLARD SHELTON, Washington Guild



Returning home after a South American visit, this bemused traveler finds it harder than ever to give full faith and credit to what is now apparently an article of faith for the brethren who write politics—that Arizona's Sen. Barry Goldwater is a shoo-in for the Republican presidential nomination next July.

It is easy enough to observe that things look just about the same now as early last September, when the Goldwater drive was already moving at full steam. A lot of the GOP professionals, including those in the South and the Mountain States particularly, are shouting Goldwater-ites.

Gov. Nelson Rockefeller, more's the pity, seems to have made little headway in his valiant effort to rehabilitate his shattered image—though what the intensely personal and private issue of his remarriage has to do with his qualifications for public office still escapes me.

The Republican dilemma, in the absence of a second Rockefeller surge, seems to reside in the unhappy fact that the party doesn't have anyone readily available to serve as a counterweight to Goldwater. Gov. George Romney of Michigan hasn't lifted a finger to advance his national standing and Gov. William Scranton of Pennsylvania hasn't done much more.

It is small wonder that, looking

over their shoulders to see who may be chasing them, both Rockefeller and Goldwater confess they think it is Richard Nixon, the former vice president who couldn't make the grade last year for governor of California. It would not be startling, indeed, if Nixon should decide that maybe his bitterly-announced retirement from political life was grossly premature.

To set the record straight, the thing that makes Goldwater still sound half-incredible as the Republican nominee is the senator's simple-mindedness about public affairs—a phrase used with no personal malice whatever nor any intent to disparage his integrity. We have had a good many senators across the years who represented parochial or otherwise limited interests—but somehow we've never gotten around to taking them seriously as presidential candidates.

Sen. Goldwater's current efforts to refine and revise his earlier positions—what Walter Lippmann treats as a genuine move to the center—simply illustrate the pitfalls and boobytraps he has littered across his own path.

He is no longer in favor of a national right-to-work law, he says, but merely of a new Taft-Hartley Act amendment that will kill the union shop in all except those states that individually

choose to legalize it—a proposition that the late Sen. Robert A. Taft would have viewed with horror.

He no longer claims that we can abolish the graduated income tax; he just wishes he hadn't said we could or should. He's not against civil rights; he simply thinks the federal government shouldn't guarantee them, but only the 50 separate states.

Personally attractive, friendly and decent, the Arizona senator finds himself being almost propelled toward nomination for an office that, one might deduce from past utterances, he thinks should be practically abolished, or at least severely limited in function; an office as executive head of a federal government which he thinks should be reduced to jellyfish disinterest in the people.

And this in the absence of any apparent coherent, deeply thought-out philosophy, any public record showing a comprehension of the passionate struggles that helped our nation grow the way it has grown, our public institutions develop as they have developed.

It is difficult to avoid the thought that he finds it somewhat bewildering himself.

2 Ex-Officers Get Gold Pins

Cleveland, Ohio — Outgoing Vice Presidents Eric R. I. Cawdon of Ottawa and Michael Mastrollo of Cincinnati were awarded gold ANG pins by the International Executive Board last week in recognition of their service.

Cawdon, who did not seek re-election, was replaced as Canadian regional vice president by William H. McLennan of Vancouver-New Westminster. Mastrollo, defeated in last month's election for vice president at large, was succeeded by Noel Wical of Cleveland.

The two new members and returning incumbents were sworn into office by William M. Davy, retiring executive secretary of the Cleveland Guild.

The Guild Reporter

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

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White-Collar Organizing Seen Spurred By Honolulu Strike

Honolulu, Hawaii—The beginning of an Hawaiian "white-collar rebellion for recognition" has been spurred by last summer's successful Honolulu newspaper strike. Roy Kruse, Hawaii Guild president, told the sixth biennial convention of the International Longshoremen's and Warehousemen's Union's Hawaii local last month.

The ILWU adopted a special policy statement pledging moral, financial and physical support to organization efforts among white-collar workers.

The "white-collar rebellion," Kruse said, was greatly encour-

aged by the Honolulu strike, which saw "white-collar workers join with blue-collar workers in a united front, and seven unions with different affiliations work together."

"Because of the existence of low wages, long working hours and no job security at all among the thousands of white-collar jobs in Hawaii," Kruse said, "we must join hands to reach out and organize these unorganized white-collar workers."

Speakers from other unions pointed up the growing spirit of solidarity and co-operation among unions in Hawaii.