

# Guild Files Unfair Charge In Mirror Closing

## Cites Failure To Bargain On Decision

New York City—The New York Guild has filed an unfair labor-practices charge against the New York Mirror, accusing the Mirror of evading its obligation to bargain with the Guild before going out of business and eliminating the jobs of 500 Guild members.

The action came as the Justice Department continued its investigation into possible antitrust violations in the Mirror's closing and sale to the New York Daily News, and the New York State AFL-CIO proposed a law requiring newspaper publishers to give at least a year's notice of any contemplated suspension, consolidation or merger.

Acting with unusual speed, the NLRB began an immediate investigation into the Guild's charge.

**Employees Last To Learn When Their Paper Dies . . . Page 2.**

that the Mirror, by suspending without advance notice to employees or the Guild, had "unilaterally deprived the Guild of any opportunity to bargain collectively regarding the decision to terminate its business and the employment of its employees."

The charge is similar to one filed by the Pressmen's union in an effort to force the Mirror to reopen.

There were these other developments in the aftermath of the Mirror's closing:

► The New York Guild's job-placement bureau neared the 25-percent mark in its effort to find jobs for its Mirror members.

► Hearst management revealed it had made "several attempts" to sell the Mirror to other interests before suspending.

► Printer's Ink quoted a News spokesman as saying "no decision had been made as to whether the Daily News would raise its price from a nickel."

► The Journal-American, Hearst's remaining New York paper, announced it has gained more than a million lines of advertising since the Mirror folded.

The State AFL-CIO in an anti-monopoly proposal paralleling that advanced more than a year ago by ANG, urged that publishers be prohibited from selling to a competitor until all efforts to keep the paper going or sell it to an outside purchaser have been exhausted.

After hearing a report by its press, radio and television committee, headed by New York Guild Secretary-Treasurer M. Michael Potoker, the Federation's sixth annual convention voted to support enactment of legislation that would require newspaper publishers to:

► Notify the U.S. Department (Continued on Page 6)

## The GUILD REPORTER

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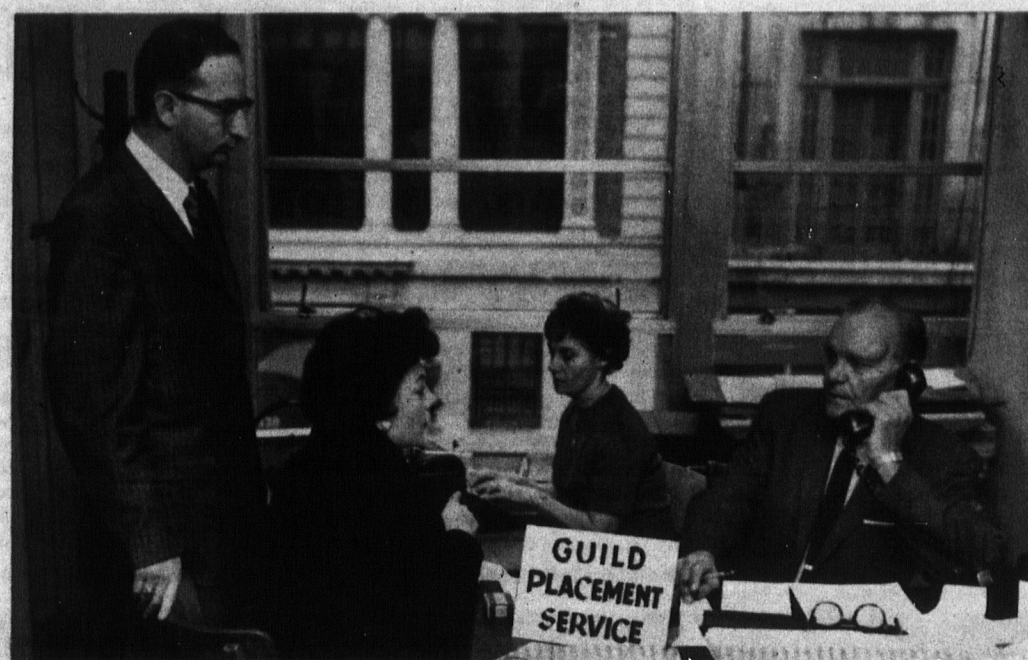
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November 8, 1963

# 2,500 Brace For Strikes In Two West Coast Cities



**400 JOBS TO FIND:** New York Mirror staffers Kenneth Rosenberg and Natalie Tirano wait to register at the New York Guild's job-placement bureau as

bureau chief Harry Adams, Mirror Unit chairman, takes information from a prospective employer. Jobs have been found for 115 of the 500 Guildsmen thrown out of work when the Mirror folded Oct. 16.

New York Guild Photo by Harry Grotz

## L.A. Deadline Near; SFONG Faces Crisis

San Francisco, Calif. — With contract negotiations fast approaching a stalemate, 2,500 Guild members are on the verge of strike action against four major San Francisco and Los Angeles dailies.

In San Francisco, 1,500 Guildsmen are prepared for a citywide strike against the Hearst-owned Examiner and News Call Bulletin and the San Francisco Chronicle. The San Francisco-Oakland Guild's negotiating committee has been empowered to call a strike at any time.

In Los Angeles, 1,000 Guild members at Hearst's Herald-Examiner are ready to take up picket signs if no satisfactory settlement is reached when their contract expires at midnight Nov. 17. They have taken a "no-contract, no-work" stand.

Both locals have received ANG strike sanction and have asked similar sanction from their central AFL-CIO councils.

The San Francisco Central Labor Council held a hearing on the Guild's request Tuesday and was scheduled to act on it tonight.

The Los Angeles County Federation of Labor has moved into negotiations before acting on the strike-sanction request. Bargaining sessions under the council's auspices began a week ago but were making little progress.

Citywide negotiations with the San Francisco Newspaper Publishers Association were stalled on all three major issues—wages, job security and health insurance. The Guild is seeking a 10 percent wage increase; the publishers have offered a package ranging from \$1.25 to \$3.25 the first year and (Continued on Page 6)

## Newspaper Outlook Bright

### Mirror Fate Seen No Barometer

Don't be fooled by the death of the New York Mirror; the newspaper industry is a prosperous one, and getting more profitable all the time.

These optimistic estimations have come from several authoritative industry sources in the three weeks since the Mirror folded Oct. 16. They include:

► Affirmations from Editor & Publisher and Robert U. Brown, its publisher, that newspapers are "successful, profitable" enterprises.

► A prediction from Gardner Cowles, president of Cowles Magazines and Broadcasting Inc., that newspapers and magazines will "do better in the next five years relative to the broadcast media than in the last five years."

► A New York Times analysis that newspapers, "far from approaching a moribund state," are

doing better than they have in recent years.

EAP, in an Oct. 19 editorial on the Mirror's closing, warned against attempts to use it as an illustration of "the alleged ill health of the newspaper business."

"With very few exceptions it is a healthy, successful, prosperous business," EAP declared. Brown elaborated on the point in the same issue, asserting that talk of a "poor profit outlook," "economic grief" and "financially distressed newspapers" is "far from the truth."

"The newspaper business today is such a poor investment and has such a 'poor profit outlook' that very few owners are willing to sell while dozens of people are willing to buy," Brown said. "And when a newspaper is sold it usually goes for from 15 to 20 times earnings."

"The number of 'financially distressed' newspapers in this country is not large, is confined mostly to competitive metropolitan cities. The vast majority of the other 1,700-odd newspapers are successful, profitable enterprises."

The Times, in an Oct. 20 analysis of the state of the industry, pictured it as one that "is generally expanding" despite "rising costs and shifting markets."

"Evidence is at hand," the story said, "that the newspaper business as a whole, although beset by various difficulties, is far from approaching a moribund state."

"In 1962, in fact, the papers did

better financially than they had in most recent years."

Cowles, in an interview printed in the Oct. 23 Times, predicted an annual 6-10 percent increase in advertising expenditures during the next decade, with newspapers and magazines improving their position.

Cowles said both his own Des Moines Register and Tribune and the Minneapolis Star and Tribune, headed by his brother John, are experiencing "one of their best years" despite increased competition from other papers.

"Big-city dailies that cover hard (Continued on Page 6)

## Wire-Service Conference Urged To Aid Bargaining

New York City—An unprecedented wire-service collective-bargaining conference to prepare for contract negotiations with Associated Press and United Press International has been called for by the Wire Service Guild's executive committee.

The committee, meeting here Oct. 26 and 27, announced a bargaining program that will emphasize the use of "proven means of obtaining goals" against unyielding managements.

The proposed conference, envisioned for early 1964, is designed "to develop the necessary strategy for obtaining the goals in

1964 negotiations with AP and 1965 negotiations with UPI."

ANG representatives, members of the Guild's AP and UPI national committees and Wire Services Guildsmen experienced in collective bargaining would be invited.

"Wire Service Guild members must move immediately through their union to obtain for wire-service employees the pay and working conditions which they ought to have," the executive committee declared in a resolution adopted at the October meeting, attended by ANG Executive Vice President William J. Farson. (Continued on Page 6)

## More Room At The Top

Plainfield, N. J.—Working conditions at the Plainfield Courier-News aren't what they used to be.

Not since Publisher A. Wallace Zimmerman sent around the following notice to feminine members of the staff:

"Boys will be boys, and girls will be girls, and we admit there is nothing more attractive than a pretty girl in a tight sweater, skirt, bouffant hair-do, and odd-colored fingernails."

"But—things have been getting a little out of control 'round here; folks have been making mistakes, absent-minded looks in the eyes of our young men—and, of course, we understand, and we looked too when we were younger, and maybe do now—so won't you help ease the tension a little by letting a few seams out of that skirt and wearing sweaters with just a little more room in them?"



## Right To Know?

## Employees Last To Learn When Their Paper Dies

When the New York Mirror committed suicide last month and left its employees to find out about it by reading the obituary, it was following a practice that has become traditional among publishers who close their papers.

The practice—conditioned, apparently, by financial considerations that are allowed to outweigh the human ones—has been to let the blow fall without warning and, most often, without so much as a formal advance announcement to the employees whose jobs are being extinguished.

The most extreme example, perhaps, was the 3 a.m. telegram dispatched to the homes of Detroit Times employees when that paper was suspended Nov. 7, 1960. It said, in effect, "Your services are terminated; don't come to work today," but did not state that the paper had been closed, leaving each employee wondering why he had been fired.

Other methods of announcing a paper's death have been less abrupt but scarcely less jarring. Publishers, often letting word of the closing fall everywhere but in their own plants, have left their employees to learn the news from a radio broadcast, an opposition paper or a galley proof of the closing announcement, as was the case at the Mirror.

Not only has the suspension customarily come without warning; it is usually preceded by vehement management denials that any such action is contemplated.

Following are typical ways in which newspaper employees have learned that their papers and their jobs have disappeared:

► *The Los Angeles Daily News*, Dec. 18, 1954. First word of the News' sale to the Times-Mirror Co. came on a Saturday morning when a Guild member in the News' display-advertising department took a call from the Mirror advertising department asking that cuts for an ad scheduled for the Monday News be sent to the Mirror. Asked why, the caller said: "Why we just bought your paper, and that ad is going to run in the Mirror Monday."

Confirmation came late that afternoon in the form

of a notice tacked on the News' door, advising employees to pick up personal belongings Monday or Tuesday and announcing that the paper's name and leading features had been sold to the Mirror.

► *Pittsburgh Sun-Telegraph*, April 22, 1960.

A Sun-Telegraph sportswriter, checking for a baseball score on a transistor radio, tuned in on a routine newscast to learn that the Hearst paper had been sold to the Post-Gazette. As the staff listened in a state of shock, the attorney who had handled the sale telephoned to dictate a news release.

Although "management regrets" telegrams were sent to employees' homes that night, Hearst management declined to talk to its employees directly.

► *The Washington Times-Herald*, March 17, 1954. Opposition papers broke the news of the sale of the Times-Herald to the Washington Post.

The first word of the pending sale came to Times-Herald employees in the first edition of the Washington Star at 11 a.m. Denied confirmation by Times-Herald executives, the staffers glumly continued to work on their own first edition. At 1 p.m., the Post announced it had bought the Times-Herald and would put out a combined edition at 3:45.

Not until after the combined edition had been published, under both mastheads and on the Post's presses, did the Times-Herald staff hear the official announcement read in its newsroom that Col. Robert R. McCormick had sold the paper more than three hours earlier.

► *The Los Angeles Mirror and The Herald Express*, Jan. 5, 1962.

Norman Chandler, Times-Mirror Co. president, broke the news "with tears in his eyes" to 175 Mirror employees shortly before the final edition went to press. Less than two hours later, Examiner staffers heard the first words of the Hearst paper's demise from the president of the employees' association, who read the message over the newsroom loudspeaker system.

The Times, a nonunion paper, fired more than 30 staff members to make room for employees salvaged from the Mirror and Herald-Express.

► *The Milwaukee Sentinel*, July 19, 1962.

As Guild negotiations waited with state and federal mediators for a bargaining session requested by Hearst management on the 54th day of a Guild strike, word came that "the company's been delayed."

At that moment company officials were announcing the Sentinel's sale to the Milwaukee Journal. The Guild was informed an hour later when, having buried the Sentinel, the company "bargainers" arrived at the meeting to read a prepared announcement of the closing.

► *The New York Sun*, Jan. 4, 1950.

"The Sun Is Sold" said the proof of an eight-column headline tossed on the copy desk at 7:15 a.m. A desk man who said, "It's a gag!" was told: "No, it's official. But keep it quiet." An hour later a bulletin-board notice was posted, announcing that "all positions were terminated" as of the end of the day and that the World-Telegram was taking over.

A week before the Sun folded, Publisher Thomas Dewart posted a notice declaring that rumors of the coming debacle were false and that the Sun was not for sale.

► *The San Francisco News-Bulletin and Call*, Aug. 8, 1959.

Without warning, Guild officers were called in at 4 p.m. on the day of the merger of the Hearst and Scripps-Howard dailies, to be notified that the jobs of 155 Guild members had ceased to exist.

► *The St. Louis Star-Times*, June 15, 1961.

Two hours before press time for the first edition, staff members learned that the paper would carry an announcement of the paper's sale to Joseph Pulitzer's Post-Dispatch. A few business-office employees were told by their department head that they would be kept on for a month to wind up accounts; the others were told they would become unemployed at the end of that day's shift.

One newly hired reporter, en route to his new job when the sale was announced, discovered when he arrived that the job didn't exist.

## Labor Briefs

"A full-time, working Federal Commission on Automation" has been proposed in a House bill introduced by Rep. William F. Ryan, New York Democrat. Such a commission, he says, "would bring labor and management together on a continuous basis in planning sessions preparing for automation, seeking solutions to future problems long before the problems reach the crisis stage."

The bill calls for a five-man commission, to be appointed by the President, including one member from labor, one from management and three representing the public interest. The commission

## Whitman Held Guilty, Freed

New York Times copy editor Aiden Whitman was convicted of contempt of Congress for the second time last week.

Federal Judge George L. Hart, Jr., sentenced Whitman to 10 days' probation but excused him from reporting to probation officers and suspended imposition of any other sentence on the ground that the case had been hanging, in fire for eight years.

Whitman, a one-time member of the Communist Party, was first convicted in 1957 for refusing to name others he had known as Communists.

The conviction was reversed by the Supreme Court last year because the grand jury failed to identify the subjects under congressional inquiry at the time Whitman and five others were interrogated. The Justice Department had Whitman reindicted and tried.

would examine the effects of automation, hold seminars and meetings involving labor, management, education and government, disseminate information and make recommendations to the President.

It took less than half a day for the new owner of an Iowa newspaper to wage for ten weeks against his predecessors.

The old publishers of the Charles City Press had imported strikebreakers and continued publishing when the ITU struck June 27. But when the losses became too great, they sold out to Willard D. Archie and his son, David.

The Archies fired the strikebreakers and settled with the ITU in just three and a half hours along the lines of the union's original demands.

Invasion of workers' privacy by management reached a new low with the recent discovery of a concealed camera in the ninth-floor men's room at the American Telephone & Telegraph office in New York.

A threat of strong action by the Communication Workers finally brought a promise by AT&T never to repeat the action. The company claimed the camera was installed to catch a "perverted mind" who had defaced the lavatory walls.

A CWA Local 1150 officer said, "This sort of (end-justifying-the-means) philosophy was wrong when used by Adolf Hitler; it's no less wrong when used by AT&T management."



**FAITHFUL SERVICE:** Michael Naver, president of the Baltimore Guild, presents a certificate of gratitude to Agnes

Magrogan, former vice president and for many years the moving spirit of the local. The presentation was made on her departure from the industry.

## Among Ourselves

Steps to form a "3 1/2 Club" for former members of the Fourth Estate who now are members of the Third, are being taken by Rep. Leo W. O'Brien, an Albany Guildsman, and Rep. Roman Panchuk, former Chicago Guildsman. The two Democrats count some 35 senators and congressmen who would be eligible, including Rep. Lionel Van Deerlin, former president of the San Diego Guild.

The picture of the Red Cross flag used in a new five-cent postage stamp is the work of former Memphis Guildsman Rudolph Vetter, who is chief photographer for the American Red Cross, formerly worked for Acme, NEA and the Memphis Commercial Appeal.

Stanley Levey, New York Times labor reporter for 15 years, has joined the Washington staff of the Columbia Broadcasting Co. to become the first radio-TV reporter specializing in labor-management news. Levey worked for WCBS

in New York during the newspaper strike last winter.

Robert Ahra, Canadian Wire Service Guildsman in Ottawa, has begun a year's study of political science at the University of Toronto under a Southam fellowship.

Victor Cohn of the Twin Cities Guild is among six winners of the Blakeslee Awards, given by the American Heart Association. The \$500 prize was awarded for his articles in the Minneapolis Tribune on heart and blood-vessel diseases.



**NEWSPAPER GUILD OR THEATER GUILD?** Guild locals appear to be indulging their members' flair for the dramatic. Above, the New York Guild's Little Theater presents Noel Coward's "Blithe Spirit." Snapped in this scene from its in-the-round presentation are Deborah Peck, seated foreground, and, left to right, George McNickle, Ann Gentile, Geri Weaver, Ismael Siegel, Roslyn Magin and Steve Matos. At right, Rochester Guildsmen satirize business in their annual Page One show. Caught in mid-song are, left to right, Ralph Morrow, Albert Bergeron, William Murray and Lynn Carlson.

## Two Field Units Ask Kingsport Embargo

Chicago, Ill.—Chicago Guild members at the Sun-Times and Daily News have called upon their employer to stop furnishing business to the struck Kingsport Press plant in Tennessee.

Guild units at the two Field Enterprises papers adopted a resolution urging the Field Enterprises Educational Corp. to halt the printing of its World Book Encyclopedia and Childcraft books at the Tennessee plant, where five craft unions have been on strike for eight months.

"Giving business to an unfair employer and work to strikebreakers disturbs the whole American labor movement, alienates newspaper subscribers and people of good will everywhere and seriously concerns us as employees," the resolution declared, terming the action "outrageous and demoralizing."

The two units pledged their support to a Chicago Guild drive for funds to aid the striking Kingsport employees. The Guild, which made an initial \$50 contribution, is conducting a campaign for individual contributions from its members.

## Midwest Council Urges Kingsport Strike Aid

Kenosha, Wis.—The Midwest District Council's member locals have been urged to give "all possible moral and financial assistance" to striking Kingsport Press

employees in Tennessee.

A resolution adopted at the council's fall meeting here Oct. 26 and 27 assailed the Field Enterprises Educational Corp. for continuing to supply business to the struck plant. The action, it said, "denigrates the long and satisfactory relationship" between Field's Newspaper Division and the Chicago Guild.

The council, in addition to urging financial contributions to the striking unions, recommended that locals publicize companies that prolong the strike "by giving aid and comfort" to Kingsport.

In other action, the council urged the ANG's International Executive Board to make early recommendations on two matters placed in its hands by the 1963 Convention: the advisability of changes in the convention format to allow for an educational program, and possible changes in ANG strike-benefit and assessment policy.

The IEB, at its October meeting, named a seven-man committee to study the subject of strike finances in accordance with the Convention's directive.

The council will sponsor an ANG regional training institute on automation Jan. 11 and 12 under auspices of the St. Louis Guild, which was represented at a council meeting for the first time after joining in September. The council renewed invitations to the Twin Cities, Sioux City and Peoria Guilds to join.

## Portland Strikebreaker Joins Colleagues In Jail

Portland, Ore.—Another strikebreaker at the Portland Oregonian has been arrested—this one as a suspect in two armed robberies.

Harold Knell, 30, an Oregonian circulation man, was arrested when police traced a car-license number after a holdup. Police said Knell, who wore an "Oregonian" jacket when he was arrested, had served two terms in Washington State Prison.

Others among the Newhouse paper's strikebreakers — once

called "good people" by Oregonian Publisher Michael J. Frey — have been jailed for crimes, ranging from parking meter tampering to a fatal shooting.

A Portland detective was quoted by the Oregon Labor Press as saying, "It must be pretty tough on the Oregonian's personnel department, putting up with the kind of people they get these days. Decent people just don't want to work there."

## Mexico City To Be Site Of Seminar

Mexico City—A seminar on newspaper trade unionism for Central American affiliates of the Inter-American Federation of Working Newspapermen's Organizations will be held here Nov. 18-29.

ANG International Affairs Representative John K. Sloan will direct the seminar. Assisting will be Richard P. Davis, ANG's associate director of research and information and Sloan's predecessor as inter-American representative of IAFWNO, and two Mexican trade unionists, Jose Fregoso and Arturo R. Blancas.

Participants will come from Mexico, Honduras, Guatemala, El Salvador, Nicaragua, Panama and the Dominican Republic.

The seminar originally was to have been held in Tegucigalpa, Honduras, but following last month's military coup in that country, IAFWNO Co-chairmen Charles A. Perlik, Jr., of ANG and Luis Carnero Checa of the Federation of Newspapermen of Peru decided to move the event to Mexico.

The two co-chairmen will attend, as will Vice Chairmen Mario Barrera of Cuba (in exile) and Jose Cajar Escala of Panama.

The host organization will be the Federation of Newspaper Unions of Mexico.

The seminar will center on collective bargaining and union administration, with discussion based largely on the experiences of ANG and the Mexican unions. The ANG model contract will be the principal working document for the seminar.

## 2 More Cities Adopt Anti-Scab Measures

New Britain, Conn., and East Liverpool, Ohio, have become the 31st and 32nd U.S. municipalities to enact ordinances restricting the activities of strikebreakers.

East Liverpool is the second city in Ohio to enact an anti-strikebreaking ordinance, following the lead of Akron.

New Britain is also the second municipality in its state to restrict strikebreakers, emulating New Haven.

## Locals Urged To Act On Civil-Rights Law

Executive Vice President William J. Farson has urged ANG locals to act speedily in behalf of pending civil-rights legislation.

Farson, in a letter to all locals, asked that they write their congressmen in support of the civil-rights bill "immediately, while there still is time."

"Token efforts," Farson said, "are no longer enough. Human rights—equality for all—pose a moral issue of transcendent importance, not only in the United States but throughout the free world."

Farson also urged a prompt response to ANG's annual human-rights questionnaire and the formation of human-rights committees by locals that do not have them.

The questionnaire, scheduled to go out shortly, is designed to solicit information on the extent of employment discrimination and local efforts to combat it.

In New York City, meanwhile, the New York Guild is moving to form a broad-based human-rights committee to prosecute an expanded campaign of civil-rights activities.

The committee will be composed of human-rights chairmen from each of the Guild's units.

Twenty-six have already designated chairmen, four naming co-chairmen to the committee.

## U.S. Court Stays Trial Of 3 By Jersey Guild

Newark, N. J. — A Federal Court judge issued a temporary restraining order last week staying the North Jersey Guild from trying three members of its Paterson Call Unit on charges of violating the ANG Constitution.

The order was issued Oct. 31, 24 hours before a local trial board was to hear the charges. Arguments on a permanent injunction were to be heard today.

The charges were filed in the aftermath of an unsuccessful attempt to revoke a Guild shop at the Call in August. The attempt failed when the Guild won a 4-2 majority of the votes counted in an NLRB ballot on the issue; the sponsor subsequently withdrew the petition.

The trio had previously sought to forestall the trial by filing an unfair labor-practice charge against the Guild with the NLRB, but NLRB Regional Director John J. Cuneo said the board lacked jurisdiction. His ruling is being appealed to the full board.

Fourteen votes were cast for no union; the Photoengravers, who challenged the ITU after the start of the strike, failed to receive a vote.

An NLRB decision is pending on the unopened votes.

The strike began ten weeks ago. Among the ten challenged votes was that of a former Guild member who was in the editorial department at the start of the strike. She returned to work through the ITU picket line two weeks after the stoppage began.

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## 2,500 West Coast Guildsmen Brace For Strikes In 2 Cities

(Continued from Page 1)  
\$1.25 to \$3 in the second year. In Los Angeles the major issues are wages, sick leave, expenses, job security and contract coverage.

The Guild is seeking a clause barring dismissals arising from the installation of new equipment and has proposed that 250 independent contractors performing district managers' work be eliminated by attrition. Management has rejected both proposals.

## Guild Files Charges In Closing Of Mirror

(Continued from Page 1)

of Justice at least a year in advance of a contemplated newspaper suspension, consolidation or merger so that the department would have an opportunity to thoroughly investigate the circumstances.

► Simultaneously notify unions with which the publisher has contracts so that they, too, may investigate and, if possible, salvage the paper.

► Refrain from selling the paper for a year after notification to the Justice Department.

► Refrain from any sale to another newspaper publisher in the same city or metropolitan area until all efforts to keep the paper alive, either by continuing publication or by sale to a purchaser pledged to continue publication, have been exhausted.

The federation, convening at Kiamasha Lake, also urged state legislation banning the importation and use of professional strikebreakers.

Mirror Unit Chairman Harry Adams, heading the New York Guild's job-placement bureau, announced early this week that new jobs have been found for 115 former Mirror employees, including 30 from the editorial department, 10 from advertising, 22 from circulation and the remainder from other departments.

Most of the re-employed editorial workers have found jobs on other New York newspapers or radio stations, Adams said, as have the circulation and advertising employees. But the majority of

## Industry Optimism Glows Despite Mirror's Closing

(Continued from Page 1)

news well will face no difficulties in coming years," he predicted. "The Mirror was essentially entertainment, and the entertainment business has moved to TV."

Additional reasons for the Mirror's fate were presented by New York Guildsman Donald Paneth in an article in the Nov. 9 issue of the Nation.

Paneth cited the Mirror's failure to differentiate itself from the Daily News, its principal competitor, and its refusal to replace "ancient equipment."

"The Mirror needed new presses, new linotypes, new stereotype units," said Paneth, a Mirror rewrite man. "If they had had them, they might have been able to compete with the News in the matter of the capacity and speed of its press run and in hitting the newstands throughout the city at the same time."

"The Hearst management decided against making the necessary investment."

The Guild's demand for a \$200 top minimum for reporters and \$215 for rewrite men has been met by a management proposal of a three-year contract with no wage increase.

International Representative Robert Bruner was assigned this week to assist Loel Schrader, acting administrative officer, as the Los Angeles bargaining neared a climax.

International Representative Charles Dale has been assisting in

San Francisco strike preparations. ANG Secretary-Treasurer Charles A. Perlik, Jr., visited both cities last week to discuss the critical bargaining situation with local leaders and to help blueprint future action.

A \$50,000 Defense Fund check has been sent to San Francisco, where strike-strategy, welfare, picketing, publicity and headquarters committees have already begun functioning. Similar committees are being organized in Los Angeles, which has been notified that Defense Fund aid is available as soon as it is needed.

The Guild's California-Nevada District Council, in an extraordinary action, has voted to divide its entire \$1,750 treasury between San Francisco and Los Angeles.

The council, meeting in San Jose Nov. 2 and 3, urged its other member locals to "extend their full financial resources" to the two embattled locals, citing "the pivotal character" of their negotiations.

Several of the locals indicated they might turn over their entire defense funds to San Francisco and Los Angeles if strikes materialize.

Winchell, in the Oct. 28 Journal-American, claimed that "The Guild received an urgent request to OK immediate lowering of wages at a newspaper so that it can survive. Insiders hear it will expire in six months or sooner."

Thomas J. Murphy, executive vice president of the New York Guild, wired Winchell that the Guild had not received any such request. "Urge you run a correction or inform me of the publisher's name," Murphy said.

No correction was published and no reply has been received.

business-office workers have been forced out of the newspaper business, he reported.

New York advertising media directors, asked by Printer's Ink to account for the collapse of a paper boasting the nation's second-largest circulation, said it was a poor newspaper with limited appeal. They gave these reasons for the paper's death:

"Lack of editorial and news appeal and no attempt to improve it... too much emphasis on horse racing... Under its present editorial format, it had to go."

## Wire Service (Continued from Page 1)

The committee, announcing that it will undertake to "prepare immediately for decisive negotiations with AP and UPI," said it will present the Representative Assembly with "proposals to fortify our collective-bargaining program."

The RA will meet in February. "The proposals," said the committee, "will emphasize the fact that through many years of negotiations, the wire-service management has refused to recognize the value of their employees."

"They will emphasize the necessity that the Guild use the proven means of obtaining goals in the face of managements which refuse to move."

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## Quarterly Budget

The following budget for the ANG's third fiscal quarter, covering November, December and January, has been approved by the International Executive Board:

For Capital Taxes  
AFL-CIO  
CLO  
Total

Organizing and Servicing  
Salaries, illa  
Salaries, secretary  
Expenses, illa  
Misc. org. expenses  
Total

Collective Bargaining  
Salary, director  
Salary, sec. rep.  
Salaries, sec-steno  
Salary, statistica  
Pension consultation  
Expenses, personal  
Total

Research and Information  
Salary, director  
Salaries, assistants  
Salaries, sec-steno  
Expenses, director  
Expenses, assistants  
Books and Periodicals  
Legal and col. barg. serv.  
Subscriptions  
Other printed material  
Publications and Literature  
Contract Survey  
ANG Manual  
Org. and other literature  
Training conf. and seminars  
Miscellaneous  
Total

Guild Reporter  
Salary, editor  
Salaries, assistants  
Expenses, editorial  
Expenses, assistants  
Printing and mailing  
Postage  
Total

Addressing  
Fis and special material  
Miscellaneous  
Total

Administration  
Salary, office manager  
Salaries, sec-steno  
Salaries, bookkeeping Dept.  
Salaries, general clerical  
Rent and maintenance  
Stationery and supplies  
Equipment  
Telephone and telegraph  
Repairs and improvements  
Postage  
Auditing  
Insurance and bonding  
Employee pension  
Employee health and welfare  
Miscellaneous  
Total

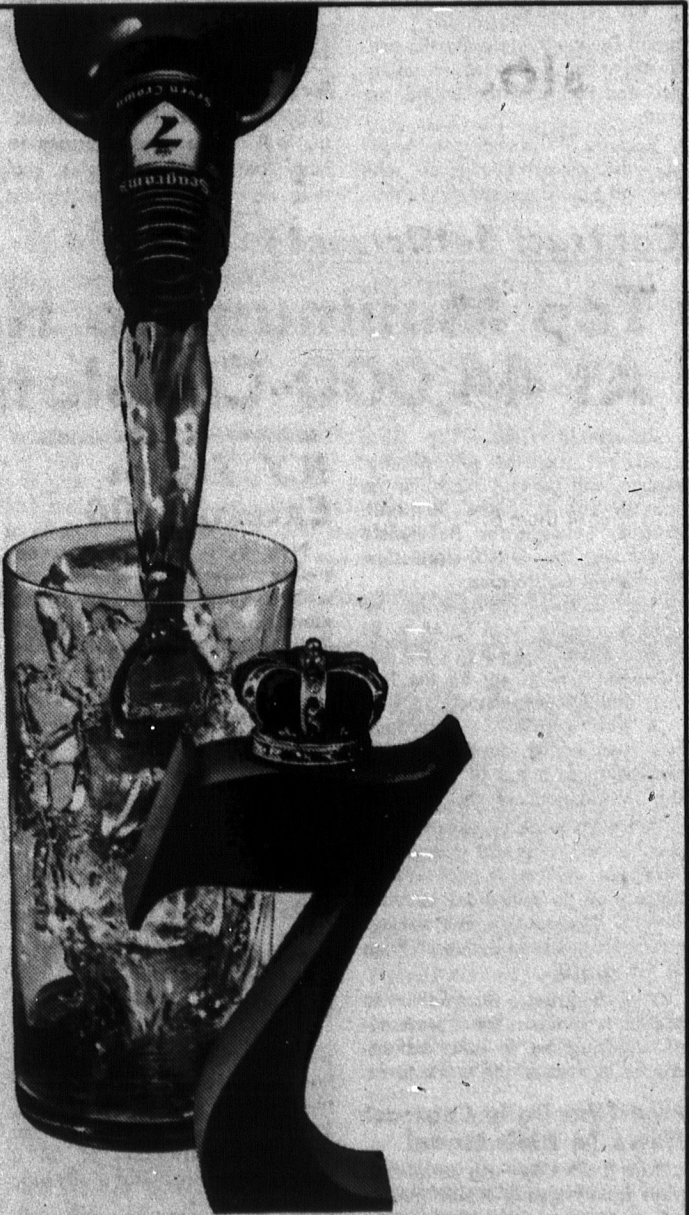
Executive  
Officers' salaries  
Officers' expenses  
Total

Other Expenses  
Legal fees  
Payroll and pers. prop. taxes  
Contributions  
Brun Award expenses  
Delegation and committee  
Ela meetings  
Severance-pay provisions  
Convention reserve  
Contr. exp. above reserve  
AFL-CIO Convention  
Total

GRAND TOTAL

Murray Story On TV

The life of the late Philip Murray, founder of the CIO, will be presented on NBC-TV's "The Eternal Light" on Sunday, Nov. 17.



For some things...there are no substitutes

To end up with a bottle of an unknown brand when it's 7 Crown you set out to buy, is to forego the taste that has brought more pleasure to more people than any other whiskey in America. That's a fact it's good to remember next time you're in your favorite liquor store.

Say Seagram's and be Sure

SEAGRAM DISTILLERS COMPANY, NEW YORK CITY, BLENDED WHISKEY, 50 PROOF, 65% GRAIN NEUTRAL SPIRITS

ESTO ES LO QUE EL SR. TIRADO Y SU GRUPITO DESEAN



PERO ELLOS NO PODRAN SEGUIR A CABALLITO DESPUES QUE TU VOTES NO.



**PRELUDE TO VICTORY:** The Puerto Rico Guild used the cartoonist's pen to help defeat an attempt to revoke the Guild shop at El Mundo (GR, Oct. 25). The above leaflet, distributed on the day of the Guild-shop election, caricatures Fortunato Tirado, accounting-department employee who filed the election petition. Heading on the first panel, showing "free riders"

astride "faithful members," reads, "This is what Mr. Tirado and his small group want." Legend on the second panel, depicting "the majority of the El Mundo Unit" unseating Tirado, declares, "But they will not be able to ride on you after you vote NO today." The forecast proved accurate; employees of the San Juan Spanish-language daily rejected the revocation move, 38-13, in an NLRB election.

## Initial Pay Ranges To \$163

Starting salaries for journalism graduates in 1963 have ranged up to \$163, far above the Guild's \$100-a-week starting wage goal, according to a recent survey by the Newspaper Fund.

The survey, which included 77 journalism schools granting bachelor degrees to 1,101 graduates, showed that average starting salaries of \$100 or more were reported by 20 schools; 52 schools reported average starting pay between \$80 and \$99.99, and five reported averages of \$80 or less.

Forty-four schools—more than 57 percent of those covered in the survey—reported peak starting salaries between \$100 and \$125. One Michigan State graduate started newspaper work at \$163, the survey disclosed, and graduates of Columbia, Minnesota, New Mexico, and New York Universities started for \$150.

Other schools reporting high starting salaries for news majors were Iowa State, \$145; Northwestern, Southern California and Texas, \$140; Syracuse, \$135; Bradley, \$133, and California, Ohio, Rhode Island, Trinity, and Wisconsin, \$130.

The over-all average starting figure for this year's news graduates was \$92.14 a week, the Newspaper Fund reported, compared with last year's average of \$89.60, which included journalism graduates specializing in advertising, public relations and radio-TV, as well as news.

In this year's survey, separate tabulations were made for news and non-news journalism students, resulting in these comparisons:

News graduates were paid starting salaries equal to or higher than those of public-relations students at only two of 13 schools offering both sequences.

News graduates got average starting salaries higher than or equal to those of advertising majors at only 14 of 30 schools.

News graduates received average starting salaries higher than or equal to those of radio-TV majors at 16 of 22 schools offering both sequences.

## Local Copy

A PAGE FOR OFFICERS AND STEWARDS

### Arbitrations

## If Boss Can't Fire, He Can't Demote

New York City—A publisher cannot use demotion to evade a contract's job-security provisions, according to a recent arbitration ruling.

The arbitrator, James V. Altieri, ordered the New York Herald Tribune to restore two long-time display advertising salesmen to their old classification after they were downgraded to the outside classified sales department without a reduction in pay.

The company claimed that the salesmen lacked the necessary qualifications to remain in the display advertising department.

Altieri said the transfers apparently were made because supervisors believed that a change in their departments would result in seniority standings that would make them subject to layoff in the event of staff reductions.

"It would seem," he said, "that the company had been preoccupied with ways and means of eliminating these two individuals, and that one of the possibilities it had entertained was to lay them off if they could be considered junior in an appropriate seniority unit."

The company had already decided that it would not be possible to discharge the men outright, he pointed out.

"We reject the company's broad contention that it can demote employees simply because it believes that such a move would serve the

best interests of the company," Altieri said, adding that if an employee's record "does not support a discharge for incompetency, neither can it be utilized to sustain a demotion."

### Loss Of Driver's License Costs Reporter His Job

Plainfield, N.J.—The Plainfield Courier-News' dismissal of a reporter who lost his driver's license has been upheld by an arbitrator who termed the license a "necessary tool" for the job.

Arbitrator Eric T. Schmertz rejected the North Jersey Guild's contention that the reporter, assigned to a suburban beat, could have been transferred to another assignment after he lost his license for drunken driving.

Schmertz termed it "not only reasonable but logical" for the Courier-News to require a driver's license as a condition of employment.

The arbitrator conceded that the publisher could have assigned the reporter to other duties but he found "nothing in the contract or the record which requires him to do so."

"In short," he declared, "if the grievant cannot do the job for which he was hired because he no longer possesses a necessary 'tool' for that job—a driver's license—the publisher may terminate him."

## 2 Labor Offices Merged

The Bureau of Labor-Management Reports and the Office of Welfare and Pension Plans have been merged into a single organization, to be known as the Office of Labor-Management and Welfare-Pension Reports.

A spokesman said that existing decisions and reporting forms remain in force and that Guild locals reporting to the new office should continue to refer to pre-

viously assigned file numbers in all correspondence. The new office's first official publication is a guideline booklet on regulations covering the retention of welfare- and pension-plan records.

The rules require retention of all vouchers, worksheets, receipts and other basic data for at least five years. Microfilm is permitted under specified conditions.

## Bargaining Defended By Kheel

Collective bargaining shouldn't be viewed as a failure because it can't solve all of the nation's economic problems, according to Theodore W. Kheel, architect of the settlement that ended last winter's New York newspaper strike.

Kheel, in a review of Paul Jacobs' new book, "The State of the Unions," takes issue with those who see the failure of collective bargaining. Jacobs was instrumental in organizing the September conference of publishers and newspaper-union leaders in Santa Barbara, Calif.; Kheel, one of the nation's foremost arbitrators, was among the participants in the conference.

Kheel's review, printed in the Washington Post, takes Jacobs to task for ignoring "the plus side" of trade unionism. He asks:

"Shouldn't something be said about the stability of collective bargaining that has reduced the incidence of strikes to its lowest postwar level, constituting now only a tiny fraction of one percent of all working time?"

"What about the system of industrial democracy... that has made possible the resolution of the inevitable grievances between and among people working together, with arbitration as the last resort, resulting in practically the complete elimination of wildcat strikes and quickies so prevalent in England, for example?"

"Consider also the system of health insurance, developed mainly through collective bargaining, which has now become America's effective substitute for socialized medicine. And pensions, and supplementary unemployment benefits, and now human-relations committees delving into how people can learn to live together."

"Yes, as Jacobs points out, collective bargaining cannot solve the problem of unemployment created by expanding automation. But whoever thought it could?"

"Yet it has developed plans to share the fruits of automation, as at Kaiser Steel and on the Pacific Waterfront, and systems of training, transfer rights and severance pay, which, while still inadequate, have certainly helped ease the impact."

"True, it has not yet succeeded in integrating the Negro into unions and on jobs. But this is hardly labor's problem alone. "And even if it is not enough for labor to defend itself by asking, 'What other institution has voluntarily done as much for the Negro as the unions?' it still is a fact that many unions have been far ahead of the parade for years, and labor probably will adjust sooner to this social revolution than most other sectors of our society."

"Let's not throw the baby out with the bath," Kheel admonishes, "and dispose of the maturing institution of collective bargaining... simply because it can't solve all of our problems."

## Elections

### Cincinnati

President, Irvin Bass; vice president, Harry Buckner; secretary, Mary Sampson; treasurer, Philip Caron.

### Great Falls

President, Clyde Reichelt; vice president, G. B. Pattison; secretary-treasurer, Terry Dyer; assistant secretary, Peggy One Tule.

### Providence

President, John Ripsey; vice president, William McNary; treasurer, Clyde Harshbarger; secretary, Dave Phillips.



## Editorial

## A Lesson Repeated

Newspaper publishers are learning the hard way what they should have learned more than a decade ago: that their employees want the union shop.

Twice in two months a rarely invoked section of the Taft-Hartley Law has been called into play in an attempt to revoke a Guild shop. In each case, the move has been emphatically repudiated by the employees concerned.

In August, a group of dissident employees acting with management sympathy filed for an NLRB election to invalidate a Guild shop at the Paterson Call. Of the six votes counted, four were in favor of the Guild shop, and the sentiment among challenged voters was so evident that the sponsor of the petition withdrew it.

In September, a similar petition was submitted by a group of employees at El Mundo, a Spanish-language daily in San Juan. This move was repudiated even more decisively, with 38 of 51 employees voting to retain the Guild shop.

It was a matter of history repeating itself.

From 1947 to 1951, the Taft-Hartley Act required an NLRB election before any labor organization could achieve a union shop. The proviso was enacted in the hope that it would prevent union-security clauses.

This hope was quickly disappointed. Even though the law required a majority of the unit—not just a majority of those voting—to approve the union shop, unions won an overwhelming majority of the elections by decisive margins.

The Guild won every one of the 46 elections held to authorize a Guild-shop clause.

These results turned the law into a boomerang, destroying management's best argument—that workers didn't really want the union shop. So conservatives, headed by Sen. Robert Taft himself, joined forces with liberals to repeal it in 1951.

Union-shop elections since then have been largely limited to states such as Colorado, which requires them under a modified "right-to-work" law. Two Guild-shop elections held at the Denver Post repeated the earlier lesson when the Guild won majorities of 65 and 68 percent—but "lost" the election because a three-quarters vote is required under the Colorado law.

The Paterson and San Juan elections have demonstrated anew that employees working under a Guild contract realize the union shop is not—as "right-to-work" advocates love to depict it—a device for regimenting an unwilling majority but a means of protecting the majority's gains.

They have shown that Guild members have little use for a "principle" that would allow free-riders to enjoy benefits won with union dues while escaping the responsibility of contributing to them.

They have shown that Guild members are as opposed to representation without taxation as to taxation without representation.

## A Public Liberty

Freedom of the press . . . was not written into the Constitution to safeguard a business, but to preserve a public liberty. It is a guarantee not only of the right to print but of the right to read, the right to know. The press is the means, not the end.

—The Washington Daily News

## The Guild Reporter

ELLIS T. BAKER, Editor

and  
Director of Research & Information  
DAVID J. HISEN, Associate Editor

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November 8, 1963

## American Newspaper Guild

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

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EXECUTIVE VICE PRESIDENT: WILLIAM J. FARSON

SECRETARY-TREASURER: CHARLES A. PERLIK, JR.

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'Oh, He's Paying My Fare'



DATELINE: WASHINGTON

## Bipartisan Action Raises Hope For Meaningful Rights Bill

By WILLARD SHELTON, Washington Guild

We have a civil rights bill, cleared through the House Judiciary Committee by a bipartisan 23-11 vote. The bill is by no means satisfactory in all respects to the leaders of Negro groups, and there are holes in its provisions—on public accommodations, for example, and in the enforcement provisions for minority job opportunities—that were quickly pointed out by the Leadership Conference on Civil Rights, the clearing house for many organizations working for a strong measure.

Nevertheless, the Judiciary Committee version is itself a broad—and strong—bill—broader and stronger than most observers would have deemed possible last January, when Congress convened, or even last June when President Kennedy appealed movingly to the conscience of the nation on redressing the just grievances of Negroes.

It is in some respects a stronger bill than the draft legislation the Administration proposed to Congress. The Administration apparently felt that inclusion of a fair-employment-practice section would jeopardize the whole measure, but the Judiciary Committee was willing to include an FEP program as part of the bill.

The Judiciary Committee and its bipartisan majority thus showed considerable sensitivity to the facts about what might be needed, rather than merely taking the draft legislation and watering it down. It is not an unimportant achievement.

The problem that remains is that of translating the committee bill into signed and sealed legislation. There may be long, long distance between what a single committee is willing to support and what emerges after the ordeal of the House Rules Committee, the House floor and the Senate. Certain points must be recognized.

First, it is not possible to get any significant civil rights legislation through Congress on a partisan basis. Both the President and the attorney general recognized this, and the attorney general took the onus of suggesting that the Judiciary Committee reframe a

subcommittee version so that it would command wider Republican support.

The fact that a substantial number of committee Republicans were willing thereafter to support the bill is a credit to the ranking GOP member of the Judiciary unit, Rep. William M. McCulloch of Ohio.

McCulloch is a veteran member of the House and of the Ohio legislature, having served in the latter both as Speaker and GOP floor leader. He lives in a totally safe Republican district and faces no such pressure about minority rights as is familiar in the Northern cities. He must be credited with having consulted his conscience.

The Republican House floor leader, Rep. Charles A. Halleck of Indiana, has been the target of indignant mutterings from his Old Guard GOP. The scope of Halleck's commitment to the full sweep of the Judiciary Committee bill remains to be proved; the measure will undoubtedly go to the floor under an "open" rule permitting attacks on section after section by amendment.

It is still true that the arithmetic of House membership (deducting the Southerners from the technical Democratic majority) makes substantial Republican support vital to passage by anything more than the barest of margins.

A second fact is that civil rights legislation requires the most careful committee draftsmanship. It is not possible to write such a bill on the floor in the heat of debate and maneuver.

The third essential fact is that

the great obstacle to enactment is the Senate, not the House, and that in the Senate the problem will be to obtain a cloture vote to shut off the inevitable Southern filibuster.

The filibuster will be in earnest, not a token fight, if the Judiciary Committee bill reaches the Senate floor in anything like its present form.

Once again the arithmetic of membership compels acknowledgment that substantial Republican support will be essential to obtain a cloture vote of two-thirds of the members present and voting. Subtract the 21 Southerners from the technical Democratic majority of 67 members, and the civil rights Democrats lack even a simple majority. It must be assumed, too, that the Southerners, under the generalship of Sen. Richard Russell of Georgia, will wage a skillful, informed battle.

The hard fact is that as many as 25 of the Senate's 33 Republicans may be needed for a two-thirds cloture vote and when the time comes, nothing else will count. The key is the Republican floor leader, Sen. Everett Dirksen of Illinois, who has already expressed doubts about the public accommodations proposals of any legislation.

It may take three months still, but the Judiciary Committee's bill would represent a triumph in legislation. It could be accepted in good conscience not as meeting all the legitimate protests of Negroes but as considerably more than once seemed attainable.

## N.Y. Mailers Press Fight On 'Massive Retaliation'

New York City—An ITU Mailers' challenge to the New York City Publishers Association's "massive retaliation" policy is being taken to the U.S. Court of Appeals.

A panel of three federal judges heard arguments Oct. 25 on a Mailers appeal from an NLRB decision upholding the publishers' right to lock out employees if one is shut down by a grievance strike.

Sidney Sugarman, attorney for

the union, asked the court to uphold an NLRB examiner's opinion that the lockout agreement was illegal. The board, in finding for the publishers, had overruled the examiner.

John R. Schoemer, Jr., association attorney, said a court ruling in favor of the mailers would deprive the publishers of "the only effective weapon they have been able to devise to control an unprotected employee activity."



# Toledo Papers Struck By Guild; 11th-Hour Pact Lifts L.A. Threat

**\$9.75, Gains  
In Security  
End Deadlock**

Los Angeles, Calif.—Automation protection, jurisdictional safeguards and wage increases up to \$9.75 were won by the Los Angeles Guild Nov. 17 in a two-year contract reached with Hearst's Herald-Examiner only two hours before a strike deadline.

Eight hundred Guild members ratified the settlement overwhelmingly after a last-minute management offer that reached the meeting hall just as Guild negotiators were prepared to recommend rejection of the previous proposal.

The Herald-Examiner Unit had voted to strike upon the expiration of its contract at midnight if no agreement was reached. Preparations to begin picketing were under way when the offer arrived.

The agreement requires management to notify the Guild six months in advance of technological changes, the first such clause in an ANG contract. The International Executive Board urged locals last month to insist on such notification.

The publisher is also required to meet with the Guild to work out implementation of the technological changes with "the least adverse effect on employment opportunities."

The contract guarantees the Guild's jurisdiction over work currently performed in the bargaining unit, as well as new or additional work of the same type. And it requires management to keep the number of circulation district managers on at least its present par with the number of independent contractors.

The Herald-Examiner has been steadily increasing the number of independent contractors at the ex-

(Continued on Page 6)



**BLADE SHUT:** Guild pickets march outside the Toledo Blade building in a picket line that has closed down the paper since

Nov. 16. One hundred and forty pickets manned the line at one time on the initial day of the strike, prevailing on craft-union members to stay out.

## AFL-CIO Urges U.S. Action To Curb News Monopolies

New York City—The AFL-CIO this week called for a five-point government program to arrest the growth of newspaper monopolies.

Adopting a resolution introduced by the ANG delegation, the federation's Fifth Constitutional Convention urged the following steps to preserve newspaper competition and halt suspensions:

► The enactment of legislation requiring newspaper publishers to give the Justice Department 90 days' notice of any contemplated merger, consolidation or acquisition and to make available to the

Justice Department and the public all pertinent financial and economic information.

► A legislative provision requiring publishers to give the

**Sallinger Chides Publishers On Merger Secrecy . . . Page 3**

same notification to labor organizations representing the paper's employees in order to give the unions an opportunity to bargain on the decision and to protect their members.

► Provision for a fair-market appraisal to be made in "failing property" situations and a re-

quirement that bids be asked from potential buyers pledged to keep the paper alive before the paper can be sold to a competitor.

► Prompt investigation by the Justice Department of all newspaper mergers or suspensions and steps to halt the transaction and prosecute when it finds violations of the antitrust laws.

► Amendment of the Clayton Act to facilitate the granting of temporary injunctions in merger cases.

The convention said the closing of the Mirror and its sale to the New York Daily News "dramatizes the severe contraction of ownership of the newspaper industry."

"The right of a free press provided by the First Amendment 'is not the exclusive right of publishers but is a right belonging to all the people,' the convention declared, adding that 'the public interest is clearly served by having as many public voices as possible in the form of newspapers, preferably in a competitive situation.'"

"It is abundantly clear," the convention said, "that only the profit motive and not the public interest is served when one publisher sells his newspaper to a competitor at an inflated price, knowing it is the intention of the competitor to suspend publication of the purchased newspaper and reap increased profits from the resulting monopoly."

The "fair-market-value" proposal would require the solicitation of bids from potential buyers pledged to keep the paper alive before the paper can be sold to a competitor.

(Continued on Page 2)

**Times, Blade  
Close; Talks  
Move Slowly**

Toledo, Ohio—A Guild strike that has shut down the Toledo Blade and Times is nearing the end of its first week with little progress toward a settlement.

Three hundred and fifty Guild members struck the two Paul Block papers at 5 a.m. last Saturday, Nov. 16. Craft-union members, most of whom honored the Guild's picket lines, were locked out when the papers suspended publication that evening.

Negotiations with the aid of a federal mediator Tuesday and yesterday failed to produce significant progress, with management holding firm to its insistence on a series of retrogressive proposals.

Leroy Newmyer, general manager of the Blade and Times, told the negotiators that the two papers will not resume publication until they settle with the other unions as well as the Guild. All but the Photo-Engravers are in negotiations, with the Independent Mailers having voted to strike.

The next day, however, Newmyer issued a statement saying the papers were prepared to resume publication "when progress permits." He said it might be possible to print before negotiations are completed with all eight unions.

Citing the contradiction between the two declarations, the Guild executive board scored Newmyer's latest statement as "an effort to break the solid line of support given the strike by craft unions and to create dissension among the ranks."

Newmyer withdrew management's wage proposal at the Tuesday meeting. The company had offered a three-year agreement with a \$3 increase in each of the first two years and \$4 in the third.

(Continued on Page 6)

## Two Local Defense Funds Pledged In SFONG Crisis

San Francisco, Calif. — Two West Coast Guild locals announced this week they are sending their entire defense funds, totaling \$14,400, to the San Francisco-Oakland Guild as continued negotiations failed to lift the threat of a citywide strike here.

The New York Guild, ANG's largest local, pledged "the fullest moral and financial support" to SFONG. "Our local's entire Defense Fund will be made available to you," New York officers wired the West Coast Local.

Officers of the San Francisco Central Labor Council entered the Guild's bargaining with the San Francisco Publishers Association Nov. 20 following the Guild's rejection of management's latest

wage offer—\$3.70 to \$9.25 over two years.

The Sacramento and Stockton Guilds, which had moved to divide their reserves between SFONG and the Los Angeles Guild, reallocated their funds as the Los Angeles crisis passed.

"We have already sent half our defense fund — \$5,200 — to SFONG," said Stockton Guild President Manuel Pimentel. "Now they can count on the other half."

Sacramento Guild President Al G. Larsen said the whole of his Local's \$4,000 defense fund would be earmarked for San Francisco "just as soon as Los Angeles returns our check."

The labor council's president, secretary-treasurer and assistant

secretary-treasurer, who have been empowered to give council sanction to a Guild strike against the Chronicle, the Examiner and the News Call Bulletin, were making an intensive effort to help SFONG obtain a settlement.

Management's latest offer of \$3 to \$9.75 was flatly rejected by the Guild committee. The offer is identical at the top with the \$9.75 negotiated Nov. 17, at the Los Angeles Herald-Examiner, but the \$3 bottom amount is well below the corresponding Los Angeles figure of \$4.75.

The Guild has reduced its demand at the top from \$28.50 in a one-year contract to \$20.50 in a

(Continued on Page 2)

## Rochester Gets Strike Approval

Rochester, N.Y.—The Rochester Guild received ANG approval for a strike at the Rochester Times-Union and Democrat & Chronicle this week following the rejection of a management offer involving a two-year top increase of \$7.

The unit, by a 33-29 vote, overrode a negotiating committee recommendation to accept the settlement, which the ANG Contracts Committee had given reluctant permission to submit for ratification. Then it voted 55-6 to authorize a strike.

Negotiations were to be resumed next week. Craft unions are engaged in simultaneous bargaining.



## Labor Briefs

Six AFL-CIO airline unions have asked the Civil Aeronautics Board to disapprove the airline industry's strike-insurance agreement on the grounds it has worsened labor relations and increased the number and severity of strikes.

A CAB examiner has held that the agreement is not inconsistent with the public interest, but the board's Bureau of Economic Regulation has recommended that a broadening of the original 1958 insurance agreement be disallowed.

The original agreement applied only to strikes in which a union rejected recommendations of a presidential emergency board and provided that other companies rebate only "windfall" profits to the struck airline. The revised agreement applies to all strikes and requires an assessment on other airlines if the "windfall" rebates do not equal 25 percent of the struck firm's normal operating expenses.

A combination of technological changes in the printing industry and "moonlighting" by employees taking advantage of them is giving the Secret Service new problems.

The proliferation of offset printing has made it possible for counterfeiters to duplicate paper money in less time and with less skill than is required by engraving, the Wall Street Journal points out.

Some of the biggest beneficiaries, the Journal reports, are printing employees who return by night to run off bogus bills. Alarmed at the increase in counterfeiting, the Secret Service has appealed to print-shop owners to guard against the practice.

A law patterned on U.S. newspaper unions' model anti-strikebreaking bill has been enacted by the Philippine Congress.

The new statute goes the model legislation one better: In addition to banning the employment of strikebreakers, it prohibits police and soldiers from escorting strikebreakers in or out of struck plants.

The Consumer Price Index remained at a record 107.1 in September, almost 1 percent higher than a year ago, according to the Bureau of Labor Statistics.

The bureau attributed the rise in prices over 1962 principally to an increase in the cost of such services as medical care, housing and recreation.

## Air Freight Speeds GR To Coast

Air-freight shipment of the Guild Reporter to the West Coast, conducted on an experimental basis a year ago, is being resumed with the current issue.

Acting in accordance with a 1963 Convention directive designed to speed GR delivery to



**COPE AWARD:** ANG's delegates to the AFL-CIO convention admire plaque presented to the Guild by the Committee on Political Education for meeting its COPE contribution quota for three of the past eight years.

From left are New York Guild President Wilfred E. Alexander, ANG President Arthur Rosenstock, Secretary-Treasurer Charles A. Perlik, Jr., and Executive Vice President William J. Farson.

## AFL-CIO Calls For Federal Action To Curb News-Monopoly Trend

(Continued from Page 1)

tion of bids from prospective purchasers willing to pledge continued publication of the newspaper. If such a bid should equal the appraised value the publisher would be required to accept it rather than sell to a competitor, even if the competitor were willing to pay a higher price in order to establish a monopoly.

Urging adoption of the resolution, ANG President Arthur Rosenstock told the convention that the ability of "any man of wealth to buy and control as many papers as he desires . . . destroys diversity of opinion and the right to hear an opposition voice in the market place of communications."

"Sixteen hundred human beings were thrown on the scrap heap in the murder-closing of the Mirror," he said. "I ask you: Is this not akin to bookburning?"

Pointing out that S. I. Newhouse raised prices and advertis-

ing rates after buying the rival Oregon Journal and securing a monopoly, Rosenstock predicted that "this will be repeated in the case of the Daily News."

Guild convention delegates, in addition to Rosenstock, were Executive Vice President William J. Farson, who was appointed to the convention's Committee on the Executive Council Report; Secretary-Treasurer Charles A. Perlik, Jr., who served on the Education Committee, and New York Guild President Wilfred E. Alexander.

Although Justice Department spokesmen declined to comment on the agency's continuing investigation of the Mirror's folding, the Gallagher Report, a New York advertising newsletter, reported that department investigators are "all over town trying to build an antimonopoly case" against the News.

The National Labor Relations Board also is investigating the Mirror suspension following a New York Guild charge accusing the Mirror of failing to bargain on the closing.

The New York Guild's Representative Assembly has rejected a protest, signed by Robert Conway, a former Guild president, and 173 other members of the Daily News Unit, against Executive Vice President Thomas J. Murphy's charge that the News was responsible for the Mirror's death.

The RA and the local executive board unanimously endorsed Mur-

phy's declaration that the News' refusal to raise its price from five cents forced the Mirror out of business. A counter-statement signed by 169 other News Unit members said it was "not proper for Guild members to ingratiate themselves with management at the expense of other Guild members."

Meanwhile, the New York Guild's job placement bureau reported that jobs have been found for 150 members of the Mirror Unit.

The Guild has demanded that major New York dailies abolish "moonlighting" by employees with full-time positions elsewhere in order to give full-time or part-time work to ex-Mirror employees.

WHAT IS A "COMMUNICOLOGIST?"

Are schools of Communications overshadowing Journalism Schools? What percentage of Journalism graduates are still in the newsroom after 10 years? What top salaries are graduates of the class of '53 earning now? Prof. George J. Kientle of Ohio State revealed some surprising results of a recently concluded survey of Journalism School graduates—fully reported in E&P, of course.

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## It Seems To Us

Scripps' 'Dos & Don'ts' Called A Mixed Bag

NEW YORK, N. Y.

Editor: I applaud the ANG IEB's standing up to Scripps-Howard in defense of Guildsmen's rights to use their own time as they see fit.

But I wonder if we have the right to set ourselves above any

Letting shall be limited to 300 words and shall avoid libel and subjects detrimental to the Guild. Members subjected to personal attack shall be given opportunity to reply in the same issue, but publication of either attack or reply shall not be delayed longer than one issue.

conflict-of-interest rules, as the IEB retort seems to do.

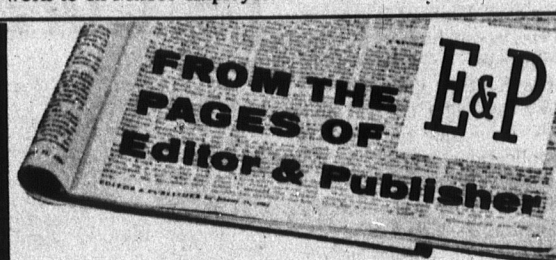
I believe any publisher has a right to expect that his reporters won't be hired hands of persons or firms on their beats, won't sell privately material prepared for the paper without getting the boss' OK and won't work for the competition.

What I want my union to defend is my right to augment my pay in legitimate free-lance work and to be as lively a political animal as energy permits.

I ran a free-lance job-finding service during the strike. Questions of possibly tainted motives arose with some of the projects offered, so I am very sensitive to these problems. I'll match reporters' ethics with anyone's. But I don't think we're so righteous that we deserve exemption from other people's rules.

Scripps-Howard has mixed appropriate prohibitions with totally improper invasions of private rights. Would we not do better to split their list and fight where we are right?

BARBARA YUNCKER  
New York Post Unit



From the issue of November 16, 1963.

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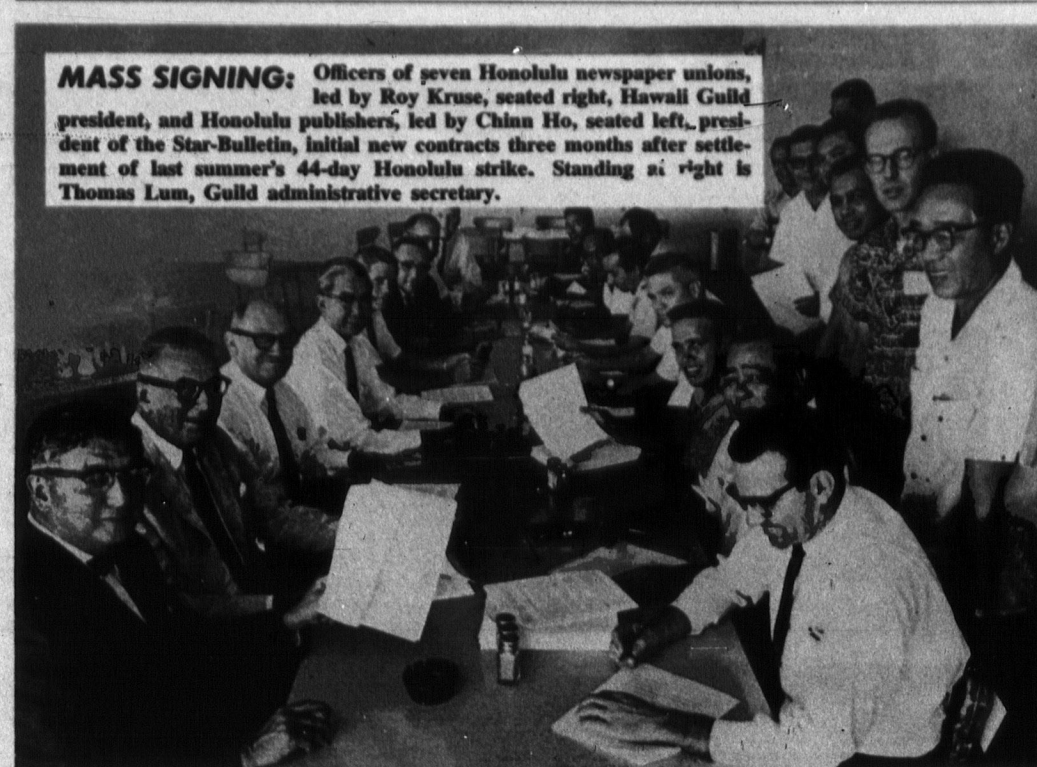
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**MASS SIGNING:** Officers of seven Honolulu newspaper unions, led by Roy Kruse, seated right, Hawaii Guild president, and Honolulu publishers, led by Chuan Ho, seated left, president of the Star-Bulletin, initial new contracts three months after settlement of last summer's 44-day Honolulu strike. Standing at right is Thomas Lum, Guild administrative secretary.



Honolulu Star-Bulletin Photo

## Owners Are Chided On Merger Secrecy

New York City—Publishers who demand freedom of information for themselves should practice what they preach in their dealings with their employees, White House Press Secretary Pierre Salinger told the International Labor Press Association convention here last week.

This, in effect, was Salinger's response to a question prompted by the recent closing of the New York Mirror, which was first announced to Mirror employees in telegrams telling them not to report for work the next day.

Salinger, after defending the Kennedy Administration against publisher complaints of "managed news," was asked how it happens that publishers, who talk most about the right to know, invariably deny that right to their own employees when they sell or close their publications.

"That's a very good question," the White House Press Secretary commented. "Having once received a telegram telling me not to report for work at Collier's—I know exactly what you're talking about."

He agreed that one would think

that those who talk so loudly about freedom of information for themselves would be the first to grant the same privilege to their employees.

Describing the increasing concentration of ownership of newspapers as a "most critical problem," Salinger said:

"There are those who say the only reason for this concentration is economic. I don't buy that."

Salinger was sharply critical of rulings permitting newspapers to own radio and television stations and, in response to another question, said the Celler Committee's inquiry into newspaper monopoly was a "very worthwhile investigation."

Salinger announced that President Kennedy intends to invite editors of the labor press to a special White House Conference in February and to hold similar annual conferences in the future.

"As for the old question of whether it's good or bad having unions on your side," Salinger— a former Guild member—said, "I'll take unions on my side any time."

## Pay Increases Up To \$35 Won At 6 L.A. Biweeklies

Los Angeles, Calif. — A first contract negotiated between the Los Angeles Guild and the News-Advertiser group, a chain of six suburban biweeklies, has brought wage increases of up to \$35.

The two-year contract calls for top minimums of \$135 a week for news editors and copy editors and \$115 for reporters and photographers. The newly-established minimums, retroactive to July 1, will go up \$5 across the board at the end of the first year.

Other benefits include a five-day, 40-hour week; severance pay up to 30 weeks; six paid holidays, with premium pay for holiday work; three weeks' vacation after five years; job security, and a modified Guild shop.

News editors, excluded from the bargaining unit by the NLRB, are protected by the entire contract except for the job-security clause. If displaced, however, they may elect to return to a previous classification.

Loel Schrader, the Guild's in-

terim administrative officer, said benefits won in the initial contract will have far-reaching effects on other weeklies and small dailies in the Los Angeles area.

**Malden-Medford Pay Up \$8 For Reporters**

Boston, Mass. — The Malden Evening News and the Medford Mercury have agreed to a general wage increase ranging from \$3 to \$4 in each year of a new two-year contract with the Boston Guild.

Top minimums for reporters and photographers will go up \$8 to \$121 in the second year. Maintenance employees will go up the same amount to a top of \$97.

The employer's pension contribution will be increased 10 cents a shift to 45 cents, a fourth week of vacation will be added after 15 years' service, and sick leave has been increased from three days a year to four days for the first year and five days thereafter.

The contract is retroactive to Oct. 26.

Another Oregonian strikebreaker was arrested recently on suspicion of armed robbery, adding to the number jailed for various offenses since the strike began four years ago.

"Good people" was the term once used by Oregonian publisher Michael J. Frey to describe those imported to break the 1959 Portland newspaper strike.

The contract long after other

## ITU Strikes To Curb Automation Layoffs

**Computer To Do Work Of 130**

New York City—A computer-

ized type-setting system planned by the New York Daily News will eventually displace 130 printers, ITU Local 6 President Bertram A. Powers declares.

Powers has warned that the ITU will resist introduction of the system unless printers are guaranteed job security and a share of the computer's cost savings.

A new system designed for automatic typesetting on medium-size daily newspapers or large weeklies has been introduced by RCA.

The RCA 30 Newscom sells for \$99,000, compared with \$250,000 to \$1,200,000 for the larger RCA 301 computer. RCA says the new system can produce nearly 130 columns of news matter per hour and estimates its market potential at 500 daily papers and 900 weeklies.

puter has gone into operation at the Miami Herald, where executives expect it to bring a 40 percent increase in production.

Computers, hitherto economically feasible only in larger newspaper plants, may soon invade smaller papers, as well.

The local president, in characterizing the strike as a possible test case on automation, said the walkout has the approval of the international union.

The computer was installed early this year at the West Palm Beach plant. It is linked with the Pensacola paper and several other Florida dailies belonging to the Perry group. The others are non-union.

In another Florida automation development, an IBM 1620 com-

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## Feb. 1 Deadline Set In '63 Broun Contest

Entries in ANG's 1963 Heywood Broun Award contest are due before Feb. 1, 1964, award committee chairman Frances D'Hondt announced this week.

The annual award, which carries \$500 in cash and a Guild citation, is given for journalistic achievement "in the spirit of Heywood Broun." Work submitted must have been performed in 1963.

All employees in the Guild's jurisdiction on newspapers, news services, magazines, radio stations and television stations in the United States, Canada and Puerto Rico are eligible whether they are Guild members or not.

Last year's contest, the 22nd, was won by Washington Post reporter Morton Mintz, whose reporting on thalidomide led to protective legislation.

The winning entry will be selected by a panel of journalists still to be chosen.

Contestants are required to submit their entries in scrapbook form with an accompanying letter describing the circumstances under which the work was done, particularly the initiative and in-

genuity shown by the candidate. All work in the public interest, including photographs and cartoons, is eligible.

### Stokes, Hillman Awards Share Feb. 1 Deadline

A deadline of Feb. 1, 1964, has been announced for two major 1963 journalism contests, the Stokes Award and the Sidney Hillman Foundation Awards.

The \$500 award honoring Thomas L. Stokes is given annually for the best analysis, reporting or comment in a daily newspaper on the development, use or conservation of energy and other natural resources.

The Hillman awards, broader in scope, are granted for work in newspapers, magazines, books, radio, television and films in behalf of civil liberties, improved race relations and social welfare.

The Guild played a prominent part in organizing the Stokes Award Committee. ANG Director of Research and Information Ellis T. Baker is a member of the board of trustees and has twice served as chairman of the board of judges.

## ITU Victory Certified In Call & Post Vote

Cleveland, Ohio — The Cleveland ITU has won a representation election at the strikebound Call & Post as the result of an NLRB district director's ruling that three of 10 ballots challenged by the union were cast by persons ineligible to vote.

But an ITU strike that began Aug. 27 as a result of management's refusal to recognize the union will continue until a satisfactory contract has been negotiated, the union said. No bargaining sessions have yet been scheduled.

The three ballots were ruled out because the voters had been hired after the Oct. 18 eligibility date set by the board. The union charged that Call & Post management had packed the voting unit with newly hired employees and employees from other departments.

The ITU had won 22 of 36 votes counted. Disqualification of three of the ten challenged votes clinched the ITU's victory.

The Call & Post said it will appeal the decision and considers that the striking employees have been permanently replaced by the 24 persons who voted against the ITU.

The Negro weekly, owned by Ohio Industrial Relations Direc-

tor William O. Walker, was forced to suspend publication during the strike for a three-week period but is presently being published at an out-of-town plant.

### 'Uncle Tom' Slur Costs Call & Post \$32,000

Akron, Ohio — An Akron jury has awarded \$32,000 in damages to a Negro Democratic leader who charged that the Cleveland Call & Post had libeled her by reporting she had been called an "Uncle Tom."

The jury, in handing down its verdict, upheld the contention of Mrs. Bertha B. Moore, vice chairman of the Akron Democratic organization, that the term describes a Negro who "sells out" his race for money, prestige or political preference.

The suit arose from a Call & Post story in which former Democratic Gov. Michael V. DiSalle was quoted as calling Mrs. Moore an "Uncle Tom." Both DiSalle and Mrs. Moore said he had used the term generally but had not applied it to Mrs. Moore.

William O. Walker, publisher of the Negro weekly, contended that use of the term connoted disagreement with the person so characterized but was not libelous.

## ANG Locals Plan Roles In Rights-Week Events

Guild locals will join in the observance of Human Rights Week Dec. 10-17, marking the 15th anniversary of the adoption of the Universal Declaration of Human Rights.

The observance, led in the United States by the National Commission for UNESCO, is designed to further the declaration's aim of establishing personal, economic, political and social rights throughout the world.

Guild locals have been asked to join with civic organizations in a number of cities to promote special activities and to co-ordinate efforts to advance human rights

locally along lines set forth in a guidebook sponsored by ANG and 33 other organizations.

Guild cities in which special activities are planned include Washington, Boston, Cleveland, San Francisco, Toledo, Chicago, Houston and Denver.

The high point of the observance will come on Human Rights Day Dec. 10, the anniversary date of the Human Rights Declaration. A special exhibit will be opened on that day in Washington, devoted to documents pertaining to Eleanor Roosevelt, who was closely associated with the drafting of the declaration.



David S. Schick, administrative officer of the Philadelphia Guild, leads the discussion at collective-bargaining seminar for Turkish journalists in Istanbul. His words are translated by an interpreter as ANG International Affairs Representative Ronald A. Watts and Prof. Melih Kocer, director of the Near and Middle East Institute of Labor, sit by. Listening intently at right are three officers of the Turkish Union of Journalists.



Schick helps Turkish newswoman Ayten Uygur take notes during an intermission in the Istanbul seminar.

## ANG Talks To Turkey

TURKISH journalists have entered into their first collective bargaining armed with know-how distilled from the ANG's varied experience.

They were equipped for the undertaking at a weeklong seminar conducted by David S. Schick, administrative officer of the Philadelphia Guild, and ANG International Affairs Representative Ronald A. Watts in Istanbul Oct. 31 through Nov. 4.

Organized jointly by the International Federation of Journalists and the Union of Journalists of Turkey, the collective-bargaining seminar was set up following the adoption of labor legislation giving Turkish unions the right to negotiate contracts for the first time. Bargaining in the newspaper industry began immediately after conclusion of the seminar.

The seminar, arranged by Watts, was held at the Near and Middle East Institute of Labor. Union officials from Istanbul, Ankara, Izmir and Eliksehir participated in the discussion, which covered bargaining preparations, negotiations and contract enforcement.



Watts discusses a point on Turkish labor legislation with Prof. Ferit H. Seymen, expert on labor legislation at Istanbul University.

## Guild Refused Knoxville Unit

Knoxville, Tenn. — A Knoxville Guild petition to represent 26 maintenance, janitorial and service employees of the Knoxville News-Sentinel has been dismissed by the NLRB's regional director on the grounds that the unit would be inappropriate.

The Guild is appealing the decision to the full board.

Regional Director Walter C. Phillips, in rejecting the petition, ruled that the unit sought by the Guild is "neither a craft nor a departmental unit," constituting "a heterogeneous group of employees," which he said has "no community of interest" with editorial employees presently represented by the Guild.

### Guild Withdraws Charlotte Petition

Charlotte, N. C. — An ANG petition to represent 33 outside circulation employees of the Knight-owned Charlotte News was withdrawn this week.

The action was taken after 17 of the employees who had requested Guild representation sent a letter to management withdrawing their authorization from the Guild.

## Guild Briefs

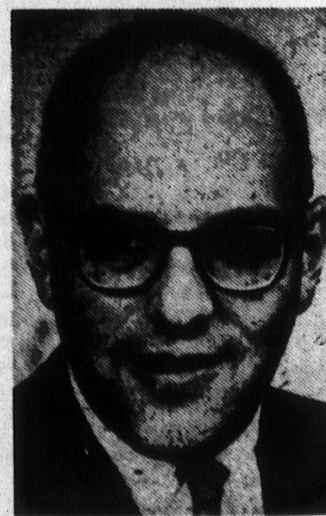
Youngstown, Ohio — Jerry Knight, former president of the Youngstown Guild, has left his position on the Youngstown Vindicator to become executive secretary of the Youngstown Metropolitan Area Development Citizens' Committee.

Knight, who has been city hall reporter for the Vindicator, resigned last month as president of the POI District Council in anticipation of the step.

A newsmen in Youngstown since 1951, Knight won an American Political Science Foundation award in 1960 for a series of articles on a proposed revision of the city charter. He was news director of Radio Station WBBW for five years.

He was president of the Youngstown Guild in 1961 and 1962 and served as chairman of the Research and Information Committee at the ANG's 1961 Convention and of the Organizing Committee in 1962. He was elected POI president last January.

Detroit, Mich. — The Detroit Times Overset Club attracted 72 Guild members and their wives to its third annual reunion Nov. 8 at the Detroit Press Club.



JERRY KNIGHT

The Overset Club is made up of editorial staff members stranded when the Times folded in November 1960. Its chairman is Donald A. Morris, managing editor of the University of Michigan News Service.

Montreal, Quebec — Ray Chaisson, president of the Canadian Wire Service Guild, has resigned his post to become a producer of

television news programs. With the approval of the Guild's national council, Alex Bollini, local treasurer, has taken over Chaisson's duties until Local elections next month.

Detroit, Mich. — Dennis Coffman, son of Al Coffman of the Detroit Free Press, a longtime Guild member, has been awarded the 1963-64 Ralph Holmes Detroit Newspaper Guild scholarship.

Dennis Coffman, a senior, is on the staff of the Daily Collegian, Wayne State University's student-edited newspaper.

The scholarship, in honor of the late Ralph Holmes, first Detroit Guild president, was set up in 1953 by the Detroit Local. Dennis Coffman is the 13th journalism major at Wayne to be assisted by the fund.

Buffalo, N. Y. — The Buffalo Guild has voted to establish a political-action committee that will set policy and handle all matters pertaining to the Guild's participation in political activities.

## Dues Hike Set In Providence

Members of the Providence Guild, by a majority of more than three to one, have approved a dues increase that will raise the top payment to \$6.50 per month.

Effective Jan. 1, when the new schedule goes into effect, members in the lowest bracket will pay 25 cents per month more while dues of members in the top bracket will go up \$1.50. The new floor will be \$2.25.

The San Jose Guild voted 82-51 last week to reject a proposed new dues schedule that would have produced a ceiling of \$10.10 per month for members earning more than \$170.

### ANG Staff Conference To Weigh Automation

Automation will head the agenda at a meeting of ANG international representatives and headquarters-staff members in Washington Dec. 2-6.

The meeting, called by Executive Vice-President William J. Farson, will consider recent International Executive Board recommendations on automation. Other collective-bargaining and organizing problems also will be discussed.

## IUD To Expand Organizing, Co-ordination Of Bargaining

A program of intensified bargaining coordination among affiliates of the AFL-CIO's Industrial Union Department was approved by the IUD's fifth constitutional convention in Washington this month.

The convention also voted to extend and expand the IUD's multi-union organizing program, conducted on an experimental basis for the past six months in five pilot areas.

ANG, one of 63 IUD affiliates, was represented at the convention by President Arthur Rosenstock, Executive Vice-President William J. Farson and Secretary-Treasurer Charles A. Perlik, Jr.

The convention, in deciding to strengthen bargaining cooperation among unions dealing with the same employer, urged IUD affiliates to seek "maximum unity of action." It directed the department to survey areas in which coordinated bargaining can be fruitful and recommend such cooperation to the unions involved.

The convention also called on affiliates to participate more fully in the IUD's joint organizing campaign and directed the department's executive board to extend the drive indefinitely.

IUD President Walter P. Reuther reported that the convention that the pilot organizing projects have gained bargaining rights for 14,027 workers since last April, with unions winning 80 of 128

representation elections arising from the campaign.

Twenty-five IUD affiliates—not including ANG—have been participating in the project, conducted in Boston, Philadelphia, Chicago, the Houston-Dallas-Fort Worth area and the Carolinas.

The convention voted to issue charters for state industrial union councils in Washington, New Jersey and Wisconsin. Charters had previously been issued for five other states, including Iowa, Oregon and Texas.

In other actions, the convention called for:

► A \$2-an-hour federal minimum-wage law with double time

for all overtime employment.

► Repeal of the Taft-Hartley Act and the more restrictive provisions of the Landrum-Griffin Act.

► A civil-rights offensive to eliminate all discrimination in unions and bring the passage of federal fair employment practices legislation.

► Democratic economic planning, liberal monetary policies and an expanding wage policy to combat unemployment.

► A tax bill that would give greater relief to middle- and low-income families while eliminating the proposed cut in corporation taxes.

## Guild Locals Donate \$375 To Strikers At Kingsport

Contributions from Guild locals to five unions striking the Kingsport Press in Tennessee have reached \$375, with a donation of \$25 from Twin Cities and a second contribution of \$50 from Chicago the latest to be reported.

A resolution by the Chicago Sun-Times and Daily News Guild units, calling upon Field Enterprises Inc. to stop furnishing business to Kingsport Press (GR, Nov. 8), has drawn an unenthusiastic response.

Russ Stewart, executive vice president of Field's newspaper

division, replied that "Field Enterprises Educational Corp. is very much concerned about the situation but... executives of the Newspaper Division do not participate in decisions of Field Enterprises Educational Corp."

Thanking ANG for a \$500 donation voted last month by the International Executive Board, R. W. Ayers, secretary-treasurer of the Allied Kingsport Press Unions, declared that "with your words of encouragement and financial aid, along with many others, we are sure to win this battle."

## Among Ourselves

Guild members have won four of eight awards in the eighth annual Hearst Writing and Photography Contests.

Five-hundred dollar prizes have gone to Philip Left of the New York Journal-American, best headline; Sam Blumenfeld of the San Francisco Examiner, best light story; and Matthew Southard of the Examiner and Thomas Courtney of the Los Angeles Herald-Examiner, best pictures.

A. W. Maldonado, former president of the Puerto Rico Guild, was among the panelists at a recent institute on the Dominican Republic, sponsored by the Inter-American Center for the Study of Contemporary Latin America in San German, Puerto Rico. Maldonado and two other Guild members at the San Juan Star, Norman Gall and Margot Preece, took part in a panel on "Puerto Rico and the Dominican Republic."

The leadership-award plaque given annually by the Oregon Public Employees' Council No. 12 for contributions to the advancement of organized labor was received this year by Portland Guildsman James W. Goodsell, editor of the Oregon Labor Press. The plaque cites "his outstanding work in reporting labor news and in providing leadership, counsel, inspiration and constructive criticism through his editorials."

Three veteran Guildsmen—Richard Brautigam, Owen K. Cole and Guy Lewis—have joined the editorial staff of the Madison Capital Times.

Both Lewis and Brautigam are strike veterans, Lewis taking an active role in the Guild's 61-day strike against the Peoria Journal-Star in 1958 and Brautigam in the Milwaukee Sentinel strike last year. Coyle led an attempt to or-

ganize Labor's Daily in Davenport, Iowa, serving as unit treasurer.

Former Manchester Guildsman Elias A. McQuaid, a Heywood Broun Award winner in 1948, has been named U.S. consul-general in Edinburgh, Scotland. McQuaid was formerly editor of the New Hampshire Sunday News, where his exposure of state contract frauds won him the Broun Award.

Washington Guildsman Albert K. Herling, managing editor of the American Bakery and Confectionary Workers' official organ,

has taken over the authorship of "Walking Together," a Religion and Labor Council column formerly written by Rev. Clair M. Cook. Herling, a member of the council's executive board, was a Unitarian minister in Massachusetts before becoming a labor journalist.

John F. Lynch, former chairman of the United Press Unit of the New York Guild, has been named manager of the American Broadcasting Co.'s Washington bureau. He has been program manager of the ABC news department's special-projects division.



CORONATION: Ruthjane Thurley is crowned queen of the Pawtucket Guild's 11th Annual Page One Ball by Donna Delorme, Miss Pawtucket of 1964. More than 250 attended the ball, with part of the proceeds going to finance a college scholarship awarded annually to a Pawtucket student.



## Toledo Blade, Times Close As 350 Guildsmen Strike

(Continued from Page 1)

The Guild is asking for a flat 10 percent increase in a one- or two-year contract as well as the elimination of numerous salary inequities. The present top reporter minimum is \$141.77.

The Guild is resisting a long series of company demands aimed at weakening benefits and protections in its contract. Retrogressive management proposals include the following:

- The elimination of all contract protection for 30 employees who are now exempt from the Guild shop. (The Guild shop itself is not an issue.)

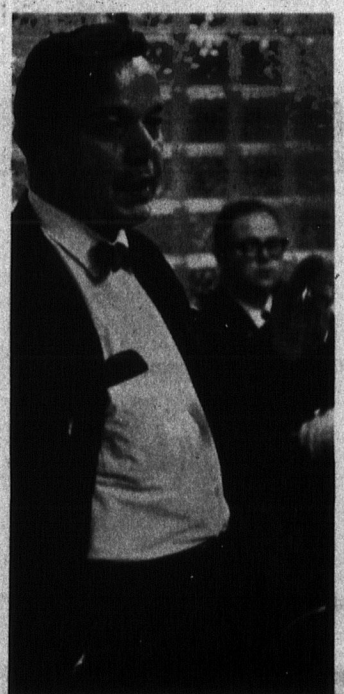
- The power to take away merit increases at the company's will—a provision management says is aimed at "senile employees" who "aren't cutting the mustard any more."

- The elimination of severance pay in cases of "self-provoked discharges" and long-time employees who are eligible for severance in the absence of retirement benefits.

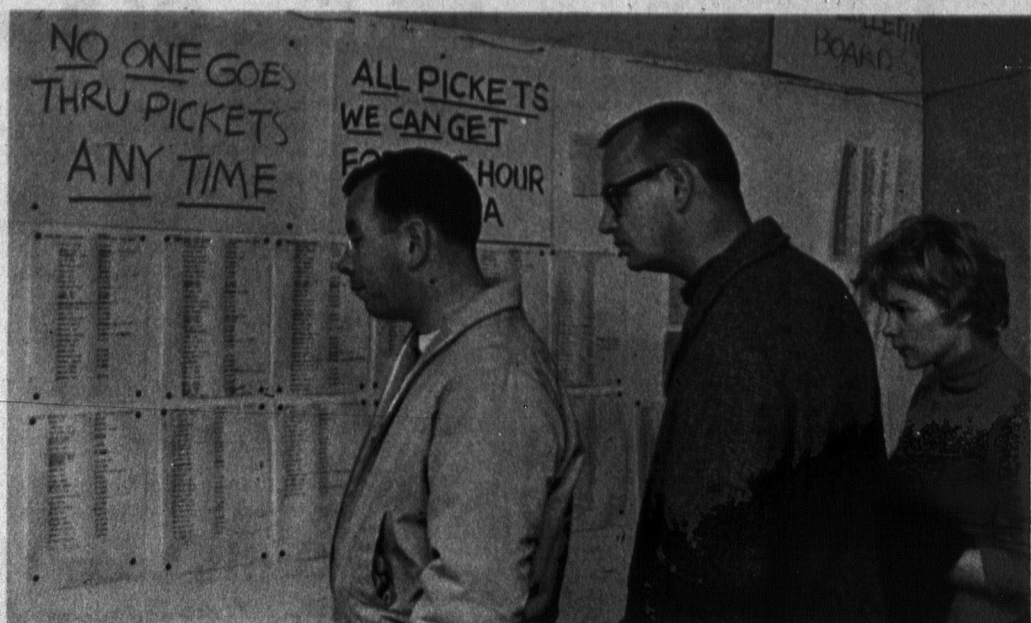
- An increase in the probationary period for experienced employees from 90 to 180 days.

- The elimination of severance-pay credit for time spent in military service.

- The elimination of accrued cash payments in lieu of vacations



**BRIEFING:** ANG International Vice President Kenneth E. Rieger reports to Toledo Council of Newspaper Union on the Guild's strike. The council later voted to support the walkout, and publication stopped.



**MARCHING ORDERS:** Striking Toledo Guild members check their assignments on picket-duty schedules at Guild headquarters. Left to right, they are dispatch copy clerk William Balla, editorial artist Paul Kolasinski and reporter Gretchen Brogan.

credited during military service.

In addition to its wage demands, the Guild is asking an improved night differential, a seventh holiday, four weeks vacation after six years and five after 18, and a 35-hour week.

The Guild is also seeking clauses that would give it six months notice of automation, bar dismissals and protect the Guild's jurisdiction when it occurs, and give Guild members a share in the resultant savings.

The Guild's contract expired Oct. 21. With negotiations near a

standstill, Blade and Times Guildsmen voted 201-67 Nov. 7 to authorize strike action.

The Guild executive committee, in voting unanimously last Friday night to invoke the authorization, charged management with "a breach-of-faith."

The Guild said a company official made "a deliberate misrepresentation" to its negotiating committee and federal mediator Harry Gray in claiming that he could not bargain with the Guild last Monday because of a previous agreement to meet with the Pressmen.

### Shadow Bargaining In Toledo

## Enter The Boss—3 Months Late

Toledo, Ohio — The management attitude that drove Toledo Guild members onto the picket line was illustrated by the response of Leroy Newmyer, general manager of the Blade and Times, to Guild proposals on the day of the strike.

Although the proposals had been presented to management negotiators in August, Newmyer said he hadn't read them until Nov. 15, barely 15 hours before the strike, and then his attention had been turned to only a small portion of them.

Guild leaders concluded that the company's four-man negotiating team regarded what the Guild had to say about a new contract as unworthy of the general manager's attention.

About 40 members of the Typo-

graphical Union crossed the picket line during early hours of the strike. When seven or eight emerged for lunch they were soundly booed by fellow printers who had refused to cross the Guild lines and remained in a group across the street.

None reported back to work after lunch.

Guild headquarters became a beehive of activity on the eve of the strike and turned into near bedlam in the next few days.

It was the scene of numerous meetings. Pickets registered there. Twelve phones were installed. Press, radio and television headquarters were established. It became the coffee and snack center for pickets and workers. It was also headquarters for seven other Blade unions.

The Pressmen said the company official sought a meeting only after his conversation with the mediator.

The company agreed hastily to a Saturday meeting a few hours after Guild pickets appeared. General manager Newmyer moved into negotiations for the first time, but the two sides remained far from agreement.

The Guild rejected a company proposal that it remove its pickets pending Tuesday's meeting.

The Blade and Times succeeded in publishing their combined Sat-

urday morning edition although all except about 40 printers honored the Guild picket lines. But the Guild mustered a picket line of 140 during the day, craft-union support was solid by nightfall, and the Blade gave up attempts to publish its Sunday edition.

It was the first time in its 135-year history that the Blade missed an edition. The two papers posted a lockout notice affecting 400 craft-union employees.

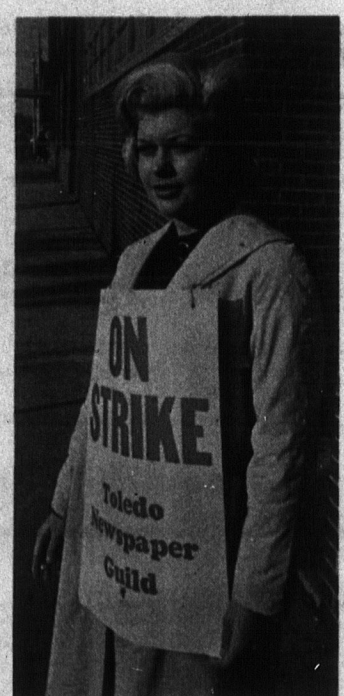
Both the Toledo Council of Newspaper Unions and the Toledo Area AFL-CIO Council pledged full support to the strike.

International Representative William F. Miller was assigned to help prosecute the strike, and J. William Blatz, the ANG's director of collective bargaining, arrived Tuesday to participate in the renewal of negotiations.

Initial strike benefits were to be paid at the end of the week, and arrangements are under way to publish a strike paper, the Toledo Record. A steering committee representing the Council of Newspaper Unions has been appointed to set up the strike paper.

Jack Weir, vice president of the Cleveland Guild and business manager of its strike paper last winter, is helping with arrangements.

Ronald C. O'Brien, executive secretary of the Detroit Guild, was sent into Toledo by his Local for several days to aid in conduct of the strike.



**PRETTY PICKET:** Copy girl Janet Worley brightens Guild picket line at the Toledo Times.

The Brotherhood of Carpenters and Joiners, whose office adjoins the Guild hall, offered its facilities, which became the Guild's strike annex. A carpenter's business agent said he hadn't seen as much activity in 50 strikes combined.

A Toledo policeman stopped his squad car in front of a group of Guild pickets. He got out, walked up to them and said with a smile, "I hope you win."

Radio and television stations immediately arranged extra newscasts, introducing their programs with the announcement that, "We are bringing you this extra newscast because of the newspaper strike." But the news of the strike itself was reported poorly or not at all.

meeting a few hours before the deadline.

The committee was set to recommend rejection when a representative of the Los Angeles County Federation of Labor, which had sought to resolve the dispute, arrived with a new company offer that met the Guild's minimum wage demands.

The committee caucused and returned with a unanimous recommendation to accept the bid. The recommendation was approved on a standing vote.

Strike preparations had been made under the direction of International Representative Robert Bruner, assigned to Los Angeles as bargaining reached a crisis.

## Local Copy

A PAGE FOR OFFICERS AND STEWARDS

## Industry Racking Up Record Profit Year

The highest profits in history are indicated for U.S. industry in 1963 as company after company reports mounting third-quarter earnings, averaging 15 percent above last year's figures.

The second-quarter profit rate, calculated by the government at \$26.8 billion annually compared with \$24.3 billion for the same period of 1962, has been exceeded only once—during the 1950 Korean war, when scarce buying and lower corporation taxes boomed the profit rate to 27.7.

But even if third-quarter profits decline to a \$20-billion rate—and no one has forecast a decline—1963 would still be industry's most profitable year.

Accounting for the unexpected expansion of corporate profits, the First National Bank of New York reports that "profits benefited in the third quarter from stepped-up buying by consumers, business and government alike" and from "successful management efforts to hold down production costs."

Labor costs, the bank states, have been held "within the narrow range apparent in the last two years."

"Most significant," says economist Sylvia Porter, "U.S. companies are not only showing peak profits but are increasing their after-tax profit per dollar of sales as well. The profit squeeze is easing, profit margins are widening."

Miss Porter cites an average

## Dow Jones Earnings Nearing \$5 Million

Dow Jones & Co., which earned \$6.3 million in 1962, is on its way to even higher profits in 1963.

Earnings for the first nine months of this year totaled \$4,973,117, the company reported, compared to \$4,697,270 for the same period last year. The nine-month profit was equivalent to \$3.18 a share, up 17 cents from a year ago.

Dow Jones, which publishes the Wall Street Journal, Barron's and the National Observer, earned \$1,356,808 in the third quarter, an increase over the 1962 third-quarter figure of \$1,226,209.

The New York Times, meanwhile, announced a third-quarter profit of \$255,000, up \$89,000 from 1962. Operating losses of \$36,000 during the quarter, generally the poorest of the year, were \$89,000 less than in 1962 and were more than offset by \$291,000 in dividends from the Times' Spruce Falls Power & Paper Co. in Canada.

The third-quarter gain reduced the Times' net loss for the year to \$1,831,000. The figure reflects

### Stock Situation

One tenth of 1 percent of the nation's tax-paying population still owns nearly 20 percent of all the stock, a new study discloses.

Jean Crockett and Irwin Friend of the University of Pennsylvania report that persons with incomes of more than \$25,000 own nearly half of all shares. The 101,000 monthly investment plans set up to encourage small stock purchases hold only 6.6 million shares worth \$270 million, the study shows, while J. Paul Getty alone controls 12,570,939 shares worth \$300 million in a single company, Getty Oil.

third-quarter net profit of 5 cents per dollar of sales, compared with 4.2 cents in the first quarter. The current figure, she says, is "the best profit margin since the big boom of the 1950s."

Part of the reason for the profit boom, Miss Porter declares, is a fall-off in wage increases and an increase in productivity.

Quoting an unpublished government study, she reports that "between the second quarter of 1962 and the second quarter of 1963, unit labor costs—including fringe benefits—actually declined .2 percent against annual increases ranging to over 2.5 percent during the 1950s."

### Journal Reports \$5 Million Net

Milwaukee, Wis. — The Milwaukee Journal earned net income of \$4,990,832 before taxes in 1962, according to the company's annual report to its stockholders, disclosed last week.

The company's earnings are not made public, but they were reported in the Nov. 14 issue of the Milwaukee Labor Press.

The Journal profit was achieved despite a reported \$3 million paid for the Milwaukee Sentinel during the year. In 1961, the labor paper reported, the Journal netted \$6,056,742 before taxes.

a \$4,431,000 operating loss during last winter's New York newspaper strike.

Times officers said advertising increased by 621,000 lines in the six months following the strike despite a decline in circulation.

## Day Book

**ACTIVITIES**  
Empire State, New England and Middle Atlantic District Councils, Joint ANG Leadership Training Institute on Automation, New York Guild headquarters, Dec. 7 and 8.  
Shepherd Dr. York Council, ANG Leadership Training Institute on Automation, Norfolk, Va., Dec. 18 and 19.  
Midwest District Council, ANG Leadership Training Institute on Automation, St. Louis, Mo., Jan. 11 and 12.  
Thirty-first Annual Convention, American Newspaper Guild, Lafayette Hotel, Long Beach, Calif., July 13-17.

**LABOR BOARD PROCEEDINGS**  
Charlotte, N.C., ANG petition to represent 23 outside circulation employees withdrawn.  
Knoxville, Tenn.-Sentinel, NLRB District 2, directed by NLRB to represent 24 maintenance, janitorial and service employees on grounds the unit would be inappropriate.

Schroeder Union-Star, NLRB hearing scheduled for Nov. 23 on Albany Guild petition to represent 34 circulation and mailroom employees.

## A Question Answered

## 'What Do We Get For Our Dues?'

What benefits does membership in ANG offer to those who pay its dues and assessments? Are they worth the price?

Robert M. Crocker, president of the Wire Service Guild, ticks off answers to the first question in a recent issue of *WiReport*, the Guild's monthly publication. They add up to a persuasive "yes" to the second.

Crocker describes the questions, asked by a number of Wire Service Guildsmen, as "legitimate" and provides the following as the equally legitimate answers:

"The first benefit we get from affiliation with an international union is . . . in the realm of material only an international could compile. This consists of research not only into how other managements are treating Guild members but also how managements are doing with their businesses, what revenue they get, what expenses they have, how they are dealing with other unions, how other businesses hiring similar skills are treating their help.

"The ability to bring this background to the negotiating table is an important factor in what success we achieve. It is not the only one.

"The employees of only one firm could not prevail long if they had to strike or—as in the case of New York City Guildsmen last winter—were locked out of their jobs. Those employees backed by the resources of an international union—its own reserves

and its borrowing capacity—can stay firm as long as they have to.

"This is something rarely mentioned in bargaining, but it is a silent presence, and it acts in a sense as insurance against such an extremity.

"Our assessments now are paying debts incurred for other Guildsmen. We hope they never have to repay the favor in kind—but they would if the need should arise.

"And in a very real way they have already been fighting our battle. Contracts are not negotiated in a vacuum. Their gains will help us gain, and we are helping in a small way to pay for them.

"These are only a few of the reasons why international affiliation is a necessity for us. There is also the moral imperative of helping others of common interest. And there are more.

"Some of us object, sometimes strongly, to the stands our international takes. But these are peripheral things. The important thing is that we, as labor, have a voice in the moral and economic life of our society. We may not agree on one occasion or another with what the voice says. But what it says is decided in a democratic way, and in any case we are free to make individual dissent.

"The heart of the matter is that we, whose capital is our knowledge, skill and effort, can speak with as much effect as those whose capital is property, and with no risk at all."



### The Face of A Union

On the bus, in the ballpark, at the supermarket—there's no special way to tell a union man or woman.

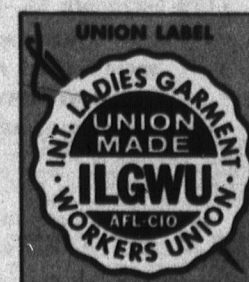
They look, talk, act just about like anyone else. But there is a difference inside. The key words are pride, security and dignity. These are the rewards they've won for years of struggle and dedication.

The ILGWU has 450,000 members—75% of them women. Members are employed in 353 communities in 40 states plus Canada and Puerto Rico.

Their faces are something to see. They are young and old;

light and dark. They are the faces of the old-timers who landed here fifty years ago; the ones who forged this union through the rough and tumble decades. They are the faces of the newcomers; the ones who share its benefits as the natural birthright of honest working men and women.

The signature of ILGWU's 450,000 members is the union label you see at the right. It is the signature of men and women who, through their union, have achieved fair standards, the dignity of a voice in their own conditions of employment and a position of respect in their communities. Insist on this label when buying women's and girls' apparel.



Symbol of Dignity, Fair Labor Standards and the American Way of Life.



## Editorial

### Automation Umbrella

If the necessity for specific contract language to protect employees from automation was not already clearly apparent, the current situation of printers at two Perry Publications papers in Florida should remove any doubt.

The printers went on strike after management installed a computer, laid off three employees and announced that 27 more will eventually go. The union has charged Perry with refusing to bargain on the matter.

The job displacement power of a computer is an awe-inspiring thing. The Los Angeles Times' electronic brain will replace half of its compositors. Bertram A. Powers, New York ITU president, has warned that 130 jobs will ultimately be eliminated by the New York Daily News' new computer.

An RCA representative told the ANG's International Executive Board last month that publishers don't need to lay off employees in order to profit from the introduction of a computer; they can rely on attrition.

Perhaps they can, but the Perry example shows their goodheartedness is a weak reed on which to rest employees' jobs. Nor is humanity any more likely to outweigh profit considerations in nonmechanical departments; the San Francisco Chronicle Unit is still fighting the dismissal of six business-office employees laid off last July in preparation for a new computer.

Locals entering into contract negotiations would do well to bear these two examples in mind when they get down to formulating proposals on automation.

Clauses that provide for improved pensions, extra severance pay, longer vacations, shorter hours and retraining are desirable, both for their own sakes and as a cushion against the ravages automation can wreak. But they fail to meet the problem head-on.

"No union leader can buttress his popularity by exacting a high price for the sale of his members' jobs," wrote A. H. Raskin in a recent Commentary magazine piece. "A severance pay allowance of \$4,000 or \$5,000 is a poor substitute for a regular pay check."

It was in recognition of this elementary fact that the IEB last month urged uncompromising insistence by all Guild locals on an umbrella clause that would guarantee the retention of all current employees when new electronic equipment is introduced.

"Loyal employees," the IEB declared, "have a right to expect something more than being tossed aside like an old suit of clothes, with little more than a few weeks of subsistence to bandage the wounds."

Like many other employee rights, this one is secure only when it is written into the contract. That's where it should be, before a computer becomes so much as a gleam in the publisher's eye.

After the layoffs, it's too late.

### Unfinished Revolution

To discuss the civil-rights revolution is to write the agenda of labor's unfinished revolution. The labor movement cannot ignore this underclass. It cannot degenerate into a mere protective association, insulating the "haves" from the "have-nots" in the working class.

—A. Philip Randolph to the AFL-CIO Convention

## The Guild Reporter

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

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

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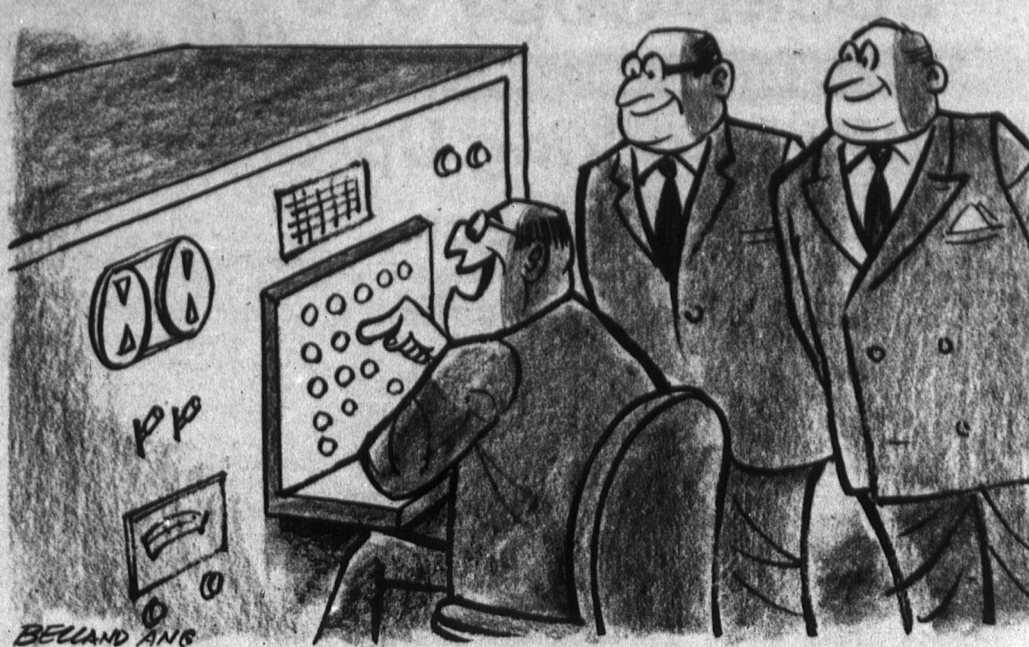
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'Now Let's Push THIS Button And See How Many Jobs We Eliminate'



WASHINGTON WINDOW

### Labor's Record Undermines Indictment By Critics

By PRESS ASSOCIATES

Organized labor has been placed under microscopic scrutiny by both friends and foes in recent months, all of them stressing real or alleged shortcomings in the labor movement.

It's relatively simple for supporters of organized labor, both in and out of the movement, to exercise the traditional American right to gripe about things they don't like. Certainly, as with any human institution, this is to be expected.

The gripes may be built on sound foundations, but not one of them can be so weighty as to offset a positive evaluation of the over-all role of the labor movement in our society today.

Writing in the November issue of the AFL-CIO Federationist, Gus Tyler, assistant to the president of the International Ladies Garment Workers Union, made this observation:

"The labor movement is the greatest single force for economic well-being in the nation."

This is, of course, a sweeping statement, but the facts seem to bear it out.

A rundown of the resolutions adopted at the Fifth Biennial Convention of the AFL-CIO pinpoints the activities of the labor movement in such areas as social-welfare legislation, economic betterment, human and civil rights and the maintenance of the free world, lending powerful support to Tyler's statement.

The day is long past when the labor movement confined itself to bread-and-butter issues. Right now it is a responsible force for social and economic welfare both at home and abroad.

For example, the AFL-CIO spends 23 percent of its income on international affairs. What other nongovernmental organization has expended so much of its resources to further the cause of economic and political freedom outside the borders of the United States?

The federal government itself recognizes U.S. labor's activities in training leaders and providing economic assistance in Latin America and the newly emerging countries as a major force against totalitarianism of the left and right.

In Washington, organized labor traditionally lines up with the forces of progress on the legislative front. Positions are taken on issues which affect all the people, not just trade unionists, in an effort to make this a better America for all.

On some 50 major issues, the AFL-CIO has provided testimony before Congressional committees. Labor's viewpoint, based on painstakingly gathered factual information, is presented on measures ranging from civil rights and housing to medical care and "truth in lending."

The labor movement has come under harsh criticism on civil rights. Conservatives think it is too radical on legislation. Some friends think it has not taken enough action.

The record, however, is quite clear. Never before has the leadership taken such a positive stand for equal rights in employment and against discrimination within unions as it has today. While progress may not be as rapid in

some unions as might be thought desirable, progress is nevertheless unquestionable.

Perhaps the greatest barrier to removing discrimination is the fact that in many industries no new jobs are being created, thanks in the main to automation and technological changes. To take a job from a white worker in order to employ a colored worker is no solution. In practice, such a course would lead to far graver consequences.

Most unions have pledged to open up their hiring and apprenticeship programs to all qualified candidates, regardless of color, creed or national origin.

In the field of politics, organized labor is making a valiant and telling fight against the radical right. Without this effort, reactionaries would be in a much better strategic position to achieve their objective of wiping out all the social gains made over the last three decades.

There have always been those who classify themselves as friends of the labor movement yet seek to write off trade unionism and to declare collective bargaining a dead issue.

However, organized labor is a solid part of today's America, as pointed out by Prof. Philip Taft, the noted labor historian, in a speech to the International Labor Press Association. It is not the labor movement of yesteryear but of today, keyed to today's needs and hopes.

### M. J. Hahn, 73; Utica Pioneer

Utica, N. Y.—M. Joseph Hahn, 73, founder and former president of the Utica Guild, died here Nov. 14.

Hahn began a 51-year reporting career in 1908 on the Utica Herald-Dispatch, forerunner of the present Observer-Dispatch. He covered every beat on the paper and was dean of Utica newspapermen at the time of his retirement in 1959. He served two terms as president of the Utica Guild, which he was instrumental in organizing.

Hahn was a member of the Utica zoning and water boards for 26 years, serving a year as chairman of the latter.

### So You Don't Need A Union?

Do white-collar workers need a union?

The old question was answered again this year when stockholders of the big Lee Rubber Co. elected a new board of directors that campaigned on a cost-cutting platform.

Since production workers were protected by a Rubber Workers Union contract, the blow fell on the unorganized white-collar workers.

Instead of their usual modest pension checks, about 100 retired white-collar workers received notice that their pensions had been cancelled.

The new management reminded retirees that the pension payments had been purely "voluntary" on the company's part. Pensions of retired Rubber Workers members continued, of course.