

'62 Detroit News Lockout Ruled Illegal; NLRB Orders Back Pay



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26 Publishers, 6 Unions Set Joint Studies

Tampa, Fla.—A joint labor-management study into the impact of new technology on future employment opportunities in the newspaper industry was agreed on this week at a meeting of 26 newspaper executives and top officers of six newspaper unions, including the Guild.

Studies of a fact-finding nature also will be conducted on "means of avoiding or resolving jurisdictional problems and on the possibilities of greater use of voluntary arbitration," according to a statement issued after the conference.

The agreement to organize the unprecedented co-operative study program was reached at a "summit meeting" similar to one held at Santa Barbara, Calif., last September.

Like the Santa Barbara meeting, the sessions here were off-the-record, but the statement said "there was frank and forthright exploration of a variety of problems of mutual concern." ANG representatives were Secretary-Treasurer Charles A. Perlik, Jr., and Collective Bargaining Director J. William Blatz.

The Tampa meeting was sponsored by a new division of the American Arbitration Association, formed recently to assist labor and management in off-the-record, continuing discussions of problems apart from formal collective bargaining. The new AAA arm is headed by Jesse Simons, former industrial-relations director of the New York Post.

Guidelines for the joint news- (Continued on Page 6)

Manchester Wins Clause Near Automation Model

Manchester, N.H.—The first automation clause based on the ANG's new model-contract proposals to protect both jobs and Guild jurisdiction has been achieved by the Manchester Guild in a new two-year contract with the Manchester Union Leader.

The Manchester contract embodies the keystone of the automation program — "There shall be no dismissals as a result of the introduction of new or modified processes or equipment" — in language virtually identical with that of the model.

The model contract was revised by the ANG Contracts Committee

Paterson, N. J.—The jobs of 27 North Jersey Guild members at the Paterson Call hung by a thread this week in the wake of notification by Publisher Henry A. Williams III that the paper may go out of business.

The paper's future remained in doubt as the Guild Reporter went to press, with at least four other publishers bidding to buy it. A decision was expected by today. Williams announced the Call's precarious state Monday in a telegram inviting International Vice President Daniel A. McLaughlin, first vice president of the North Jersey Guild, and other union representatives to meet with him within 48 hours "to bargain possibility we may terminate business."

But the next morning the unions were told that Williams was no longer in a position to meet with their representatives because of "complicated negotiations still going on."

The Gannett chain, Goodson-Todman's Mid-Atlantic Newspapers, the Hackensack Record and the Passaic-Clifton Herald-News were all reported bidding

Salem Guild Prepares To Strike In Wake Of President's Firing

Salem, Mass.—Fred Abodeely, president of the Salem Guild, was fired by the Salem Evening News in the midst of collective bargaining Monday, three days after his re-election. The Guild promptly voted to strike unless he is reinstated.

Abodeely, a photographer with the News for 25 years, was given two weeks' notice of dismissal for alleged insubordination and neglect of duty.

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only last month to protect Guild members from the sudden disruptions of automation.

The Manchester contract, following language of the new model closely, calls for prior notification to the Guild of "new processes or new equipment which would introduce new jobs or alter the content of existing job classifications."

The Manchester contract calls for 30 days' notice, however, whereas the model calls for six months. Six months' notice was negotiated at the Los Angeles Herald-Examiner in November (Continued on Page 6)

for the Call, which has been in financial straits for some time. But their interest was reportedly dampened this week when Harry B. Haines, publisher of the

evening Paterson News, announced plans to establish a new morning daily to compete with the Call. Feb. 17 is reportedly (Continued on Page 6)

Kadis Named To Fill Mellett-Study Post

Phillip M. Kadis, chairman of the Wire Service Guild's Cleveland UPI Branch, has been named to a new ANG position to develop a program aimed at fostering press responsibility without impairing press freedom.

The appointment is the Guild's first step in implementing the testament of Scripps-Howard editor and columnist Lowell Mellett, who bequeathed ANG more than \$38,000 in stocks to finance a study of the problem.

Kadis, who will staff the new position for an initial period of a year, will be charged with undertaking immediate specific actions in accordance with the bequest (Continued on Page 6)



PHILLIP M. KADIS

schedules that would clearly distinguish between company time and the photographers' time.

Under the last Salem Guild contract, which expired in October 1963, photographers and (Continued on Page 6)

Schick, 1941 IEB Member, Dies; Filmed Convention

Philadelphia, Pa.—Jules Schick, a former ANG international vice president and a charter member of the Philadelphia Guild, died Jan. 15 in Temple University Hospital. He was 54.

Schick, who had conducted his own commercial photography business since 1945, served as official photographer during last summer's ANG convention at Philadelphia.

Before 1945 he was a news photographer for the Philadelphia Inquirer, the old Philadelphia Record, the New York Times, Wide World Photos and the Associated Press.

Schick was elected to the International Executive Board in 1941 as a member of a reform slate headed by former ANG President Milton Murray and former Executive Vice President

Board Limits Retaliation In Walkouts

The National Labor Relations Board last week outlawed "massive retaliation" lockouts by newspapers when the striking union against which the weapon is invoked bargains with the papers individually.

The NLRB upheld a hearing examiner's finding that the Detroit News was guilty of an unfair labor practice in locking out its employees during a three-day Teamsters' strike at the Detroit Free Press in April 1962.

The board, however, declined to uphold the examiner's finding

See Editorial... Page 8

that the two papers' long-standing "massive retaliation" agreement was in itself illegal. It said the agreement was within the law because it applied only to cases involving defense of a multiemployer bargaining unit.

The board ordered the News to reimburse locked-out employees for pay lost during the three-day strike, plus interest at 6 percent.

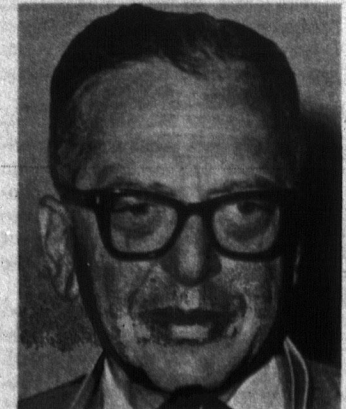
The two papers and the Detroit Newspaper Publishers Association appealed the board's decision the day after it was announced, asking the Sixth Circuit Court of Appeals in Cincinnati for a review.

The Detroit Guild was among eight unions that filed charges against the two papers and the publishers association. Guild members were not locked out during the Teamsters' strike but were barred from working at the Free Press during a subsequent paper handlers' strike at the News.

The board upheld the examiner's contention that the Free Press lockout was not illegal because the paper handlers were engaged in multiemployer bargaining.

The Teamsters union, like the Guild in Detroit and most other cities, bargains with the publishers individually, unlike most of the craft unions, which bargain jointly with the two Detroit papers.

The NLRB's decision hinged (Continued on Page 6)



JULES SCHICK

Sam Eubanks in a drive to eliminate left-wing influence from the ANG administration.

A militant unionist, he played (Continued on Page 2)

Meakins Wins 1st Round In Fight Against Jagan Expulsion Move

Georgetown, British Guiana—Gene Meakins, Wire Service Guildsman who has been assisting the Guiana labor movement, is being permitted to remain in Guiana while the courts decide his appeal against expulsion.

A Magistrate's Court hearing on his appeal is scheduled for Feb. 5, 6 and 7. If there is a further appeal from the Magistrate's Court ruling, he will be permitted to remain until it is decided.

Magistrate Frank Vieira decided at a preliminary hearing Jan. 14 that Meakins is entitled to appeal the case. The Graphic, Georgetown's leading daily newspaper, ran "Banned U.S. Unionist Wins 1st Round" as its banner headline on the story.

The government of British Guiana ruled Dec. 27 that Meakins was a "prohibited immigrant" and ordered him to leave the country by Jan. 15. The declaration brought a storm of protest from the British Guiana Trades Union Council, which Meakins has been advising on public relations since September.

Meakins, 36, is a member of the Wire Service Guild's Denver

chapter. He went to British Guiana as a special representative of the Inter-American Federation of Working Newspapers' Organizations at the request of the AFL-CIO and the Guiana TUC.

The government of Premier Cheddi Jagan has long been at odds with the TUC. It attempted to cut short Meakins' visit to Guiana shortly after his arrival, but without success. In December, when Meakins' visa was up for renewal, it moved again to oust him.

Assistant Supervisor Van Groningen, the immigration officer who refused to renew the visa, gave no reason for his action. And Mrs. Janet Jagan, Home Minister

and wife of the premier, would not comment on the case.

It has, as a result, become a test case as to whether the government must give a reason for an expulsion.

Khemraj Bhagwandin, police legal adviser, argued for the government at the Jan. 14 hearing that whether or not the visa renewal was denied for valid reasons, Meakins was not entitled to an appeal. He was overruled by Magistrate Vieira, however, and dates were set for an appeal hearing.

Meanwhile, Meakins reports, his trade-union program is continuing.

Bolivian Unionist To Visit 2 Locals

Alberto Zuazo Nathes, city editor of Diario de La Paz and an executive-committee member of the Bolivian National Federation of Newspaper Workers, will visit two Guild locals during a two-month U.S. visit sponsored by the State Department.

Zuazo, who visited ANG headquarters at the start of his

visit Jan. 20, has been an active member of the Union of Newspaper Workers of La Paz, and was a participant in the 1961 seminar of the Inter-American Federation of Working Newspapers' Organizations.

He is scheduled to visit the Stockton Guild Feb. 20 and the Denver Local Feb. 23.



San Francisco News Call Bulletin Photo by Eddie Murphy

AMONG FRIENDS: San Francisco's newly elected Mayor John F. Shelley, left, shares the spotlight with Barney Peterson, retiring president of the San Francisco-Oakland Guild, at SFONG's annual president's breakfast, also attended by Robert Guile, incoming president, other 1964 officers, unit chairmen and 10 past presidents. Mayor Shelley, a Democratic congressman for 15 years and a past president of the San Francisco Labor Council and the California AFL-CIO, helped negotiate SFONG's first contracts with San Francisco newspapers 25 years ago.

Photoengravers', Lithographers' Referendums Ratify Merger; Single Union Seen By July

Merger of the International Photo-Engravers Union and the Amalgamated Lithographers has been approved by membership referendums after more than a year of negotiations.

Simultaneous merger conventions to adopt a constitution for the new Lithographers and Photo-Engravers International Union will be held the week of May 24 at Minneapolis.

William J. Hall, Photo-Engravers president, said his 20,000-member union voted 8,715 to 4,611 for the merger. The 40,000-member Lithographers' union approved the move by 18,434 to 13,013, President Kenneth J. Brown reported.

A proposed constitution is being drafted by a committee composed of the international officers and presidents of the largest locals of each union. It will be presented to the two conventions, meeting separately.

Problems will be referred to a joint conference committee, to resolve all differences before the two conventions go into joint session. Then the constitution will be submitted to another referendum in each union.

If there are no unexpected delays, the merger is expected to be completed, on the international level, by July 1. Present international officers of each union will continue in office in a dual

capacity until the second constitutional convention in 1965. Local mergers, proceeding along similar lines, are expected to take place more slowly in some cities, but at least one pair of locals—in Honolulu—have reportedly completed all arrangements already.

Solutions have been found for nearly all difficulties that stood in the way of the merger, a Lithographers' spokesman said. The Photo-Engravers, whose defense fund was depleted by the 1962-63 New York newspaper strike, have voted to assess themselves to bring their fund up to \$1 million in order to match the Lithographers' \$2-million fund pro-

portionately to its membership.

While the Photo-Engravers Union is an affiliate of the AFL-CIO and the Lithographers union is not, the merged union will affiliate with the federation. President George Meany assisted in the merger negotiations.

The two union presidents have predicted that other mergers will follow among printing-trades and newspaper unions, several of which have been holding talks on mutual problems.

The principal opposition to the merger has come from the New York local of the Lithographers, whose president, Edward Swaydick, indicated this week that the local will secede.

Backing Urged For Extension Of Food Aid

Food for Peace—a program that has developed far beyond its original agricultural concept and is now truly national in scope—should receive bipartisan support in an extension of congressional authorization for from three to five years.

This was the consensus at a Jan. 21 meeting of the Food for Peace Council's executive committee, on which farm groups, the food industry, voluntary relief agencies, maritime interests, the business community and labor are represented.

ANG is represented on the executive committee by President Arthur Rosenstock, whose place at the meeting was taken by Richard P. Davis, associate director of research and information.

The meeting recommended that Public Law 480, which contains the authorization for Food for Peace, be extended in its present form.

The program, under which some \$5 million worth of commodities is being shipped out of the United States every day, has changed character in that it no longer is primarily concerned with a destination for surplus foods.

Rather, it is concerned with "the traditional concern of the American people for the needy everywhere by using American agricultural abundance for the alleviation of hunger and malnutrition and to assist those in need to become self-supporting."

The committee agreed these words properly described the program, but decided against recommending a change incorporating the idea in the law's preamble.

Easton Quits Hospital

New York City—International Vice President Edward Easton, Jr., is back home after undergoing treatment in St. Vincent's Hospital for an arm ailment. He was hospitalized for two and a half weeks.

Rowan Is Nominated For Top USIA Post

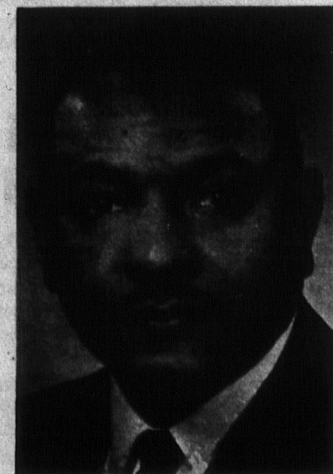
President Johnson this week nominated Twin Cities Guildsman Carl T. Rowan as director of the U.S. Information Agency, the highest government post to which a Guild member has ever been appointed.

Rowan, who has been ambassador to Finland for the past year, will succeed Edward R. Murrow, who resigned the post because of ill health. His appointment is subject to Senate confirmation.

The former Minneapolis newsman has been close to the President since accompanying him on a world tour in 1961, when Johnson was vice president. Rowan was deputy assistant secretary of state for public affairs at the time.

Johnson, in announcing Rowan's appointment, termed him "the man most eminently qualified to supervise this vital program of telling America's story abroad."

Rowan, 38, won a shower of prizes, including the Sidney Hillman Award, as a reporter for the Minneapolis Tribune for 13 years until his appointment to the State



CARL T. ROWAN

Department post in 1961. He is the only person ever to win three consecutive Sigma Delta Chi awards.

Rowan is the author of four books, two on racial problems in the United States and two on the Far East.

He was the principal speaker at ANG's Buffalo Convention in 1962.

Guild Briefs

Portland, Ore.—The Portland Guild has presented its Owen S. Cowling Memorial Award for 1963 to Harold Hamstreet, Portland Reporter copy editor. Hamstreet received the award at the Portland Veterans' Hospital, where he has been ill for several months.

Hamstreet, who was within a few months of retirement at the Oregon Journal when the strike-lockout began in November 1959, had donated a shift a day at the Reporter before starting a day's

Schick, 1941 IEB Member, Dies; Filmed Convention

(Continued from Page 1)

a leading role in negotiating several Philadelphia Guild contracts and was active in wire-service organizing.

Schick was a founder of the National Press Photographers Association.

His wife, the former Marian Marder, was an active Guild member at the Philadelphia Rec-

ord, where she was a telephone solicitor.

In a letter of condolence to Mrs. Schick, ANG President Arthur Rosenstock wrote:

"We have always been deeply appreciative of the important role Jules played in the Guild from the very first days, and we feel honored that he was one of our international vice presidents at a crucial time in our history."

Hoiles' News Hikes Price In Lima Monopoly

Lima, Ohio—R. C. Hoiles' Lima News jacked up its circulation rates last week as it began to reap the benefits of the monopoly it regained with the death of the community-owned Lima Citizen Jan. 7.

The News, which had cut its subscription rate to 25 cents a week or \$1 a month during its contest with the Citizen, set its new price at 45 cents a week after denying, in a page-one box, that it was going to 65 cents.

The increase was imposed despite the Toledo Blade's entry into the Lima picture and talk of another attempt to establish a local paper to break Hoiles' grip on the city.

In the ten days following the Citizen's sale and suspension, there were these other developments:

► A Federal grand jury in Toledo continued an investigation to determine whether any criminal antitrust violations were committed in the 6½-year battle between the News and the Citizen.

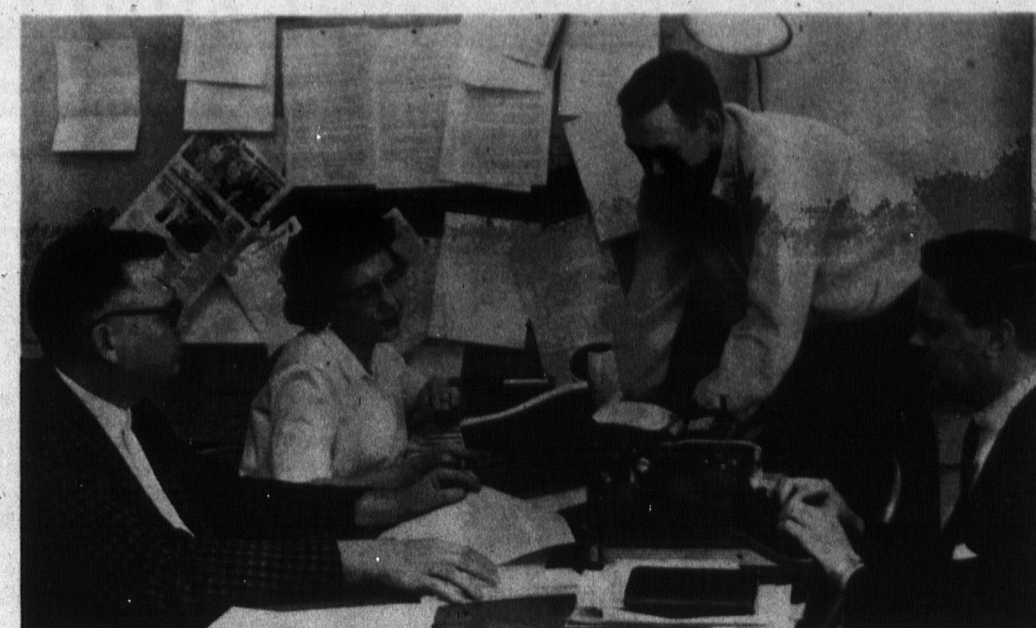
► Only 15 of 63 Citizen employees in the Guild's jurisdiction found jobs despite efforts by the Lima Guild's placement service; nearly 100 in all departments remained unemployed.

► The Lima City Council, in a resolution of regret at the Citizen's death, said the community "has lost a friend, one that will be sorely missed in the years ahead."

The Toledo Blade has returned to the policy of aggressive competition with the News that it pursued during a Guild strike in 1957, before the Citizen was founded.

For its newly established Lima bureau, the Blade has hired three reporters, a photographer and three circulation district managers from the old Citizen staff, in addition to drawing a number of Citizen employees into its metropolitan Toledo operations.

Among the latter is advertising



Lima Guild Photo by Donald Edie

JOB HUNT: Lee Cary, standing, Lima Guild president, and Glen Schoonover, right, vice president, discuss job-placement prospects with Richard A. Ferine and Ruby Fryslinger in wake of Lima Citizen suspension. Almost 50 Guildsmen are seeking jobs.

Lima battle has subpoenaed records of both papers. While the Citizen threw its files open to Justice Department investigators, the News reportedly has refused to turn over certain records, citing the Fourth and Fifth Amendments in its motion to quash the move.

The Justice Department investigation is separate from a civil antitrust suit for \$8.2 million in which the Citizen is seeking triple damages for 27 different violations it charges the News with committing during the competitive struggle.

Time magazine, in an analysis of the Citizen's death, reported that the News, backed by the Hoiles chain, was able to sustain losses of as much as \$600,000 a year in the struggle. While the Citizen shot ahead of the News in both advertising lineage and

circulation almost from the start, it said, the News was able to respond with "Hoiles' big bankroll."

"His News snapped up the good comic strips," it pointed out, "flooded rural districts with sample copies, cut subscription prices to 25 cents a week and countered losses by putting out free copies

Union-Publisher Board Is Sought By Wagner

New York City—Mayor Robert F. Wagner this week called upon the city's newspaper publishers and unions to meet with him Feb. 4 to discuss the formation of a joint labor-management board "to seek solutions to problems affecting the newspaper industry."

Thomas J. Murphy, executive vice president of the New York Guild, announced he would attend the session but declined to commit the Guild to support the formation of an industry board.

Wagner, in issuing the invitation, said the meeting will discuss steps to implement his recommendation for creation of the board, advanced originally at the conclusion of last winter's 114-day New York newspaper strike.

"Representatives of the publishers and all the unions have agreed that this was a realistic approach and could be helpful in avoiding another costly strike," the mayor stated.

Murphy, however, said it was "premature" to say that the newspaper unions have agreed to the formation of a joint board, declaring that "we are not wedded to any particular procedure."

"We will listen to constructive suggestions for any new approach to collective bargaining," Murphy said, "but we are not at this time for any substitute for collective bargaining."

"We have no authority or right to turn over the welfare of the Guild in collective bargaining to any board."

Theodore W. Kheel, who drew up the proposal with which Wagner settled last winter's strike, will attend the Feb. 4 meeting, together with Morris Tarshis, chief city labor mediator.

Bertram A. Powers, president of the New York ITU, said he has agreed to attend the meeting. Powers recalled that he had urged a union-management board after the strike was settled last April in

of a shopping guide offered to advertisers at rock-bottom combination rates."

Wayne Current, the Citizen's general manager, told the Toledo Blade that "the tide turned about two years ago when the News circulation caught up with the Citizen."

"They were practically giving advertising space away," he said. "They were taking a tremendous loss, but they were hurting us. One year we made \$56,000, and the next we lost \$26,000. We were going downhill fast, and there appeared to be no end. They outlasted us."

Time said Hoiles paid \$1,250,000 for the Citizen; Editor & Publisher reported the price as \$1 million.

Charges that the sale to Hoiles' Freedom Newspapers chain by the Citizen's major stockholders and copublishers, James Howenstine and Sam Kamin, constituted a "sellout" were denied by Lee Cary, Lima Guild president.

Cary, in a letter, to Lima unions, said "tremendous" competition by the News and the Citizen's inability to continue operating at a loss made the sale unavoidable. "It is not true," he said, "that Sam and Jim sold us out or sold for profit."

"Our negotiations with the company were normal and harmonious throughout the last day of publication."

order to explore industry problems on a continuing basis prior to negotiations.

Tentative steps toward conversion of the Newspaper Union's Unity Committee into a permanent group to be known as the Newspaper Trades Council were taken at a Jan. 6 meeting. Final action is scheduled at another session Feb. 6.

New rules were adopted and the name change voted at the Jan. 6 gathering, but the decisions were reopened a week later and final action delayed until February.

Officers will be elected at the meeting. Powers, who is chairman of the unity committee, has said he will not be a candidate for chairman of the new council.

Up to the issuance of Wagner's invitation the unions had declined to meet with the publishers because the latter have refused to sign a contract with the Pressmen's Union. The National Labor Relations Board's general counsel this month refused to order a complaint against the publishers, who have put the contract into effect but declined to sign it pending the union's withdrawal of antitrust suits filed during the strike.

D.C. Guild Backs Baltimore Link

The executive committee of the Washington Guild this week approved merger with the Baltimore Guild on an experimental basis.

Representatives of the Baltimore Guild, whose membership has already approved the principle of merger, met with the Washington committee to discuss details. Talks are to continue in the coming weeks.

The merger is subject to final approval of both locals.

How To Fold A Newspaper

By JOSEPH G. COLANGELO, JR.

THE title of this essay, at first glance, may be somewhat misleading. It's not meant to tell newspaper delivery boys how to bend the evening gazette into a wad that will survive a 25-foot lob to the customer's front porch. Nor is it intended to instruct the suburban New York Times reader whose insurance doesn't cover eye injuries inflicted by his flailing elbows on fellow riders of crowded commuter trains. Rather it will attempt to describe how to disband, disintegrate, destroy, dispel, crumble, cease or otherwise bring to a swift and undramatic end a Great Publishing Empire.

Great Publishing Empires—newspapers in their terminal phase always are called that—currently are disappearing from the American scene at a rate which, according to some pessimists, will leave only one metropolitan daily in each of the nation's cities by mid-October of the year 2056. Conceivably all of them will be owned by S. I. Newhouse.

There is disagreement as to why this is happening. Critics of newspapers charge that some publishers, unable to make a smooth adjustment to a new era, have failed to accommodate a larger and better-educated newspaper audience. Publishers, on the other hand, blame taxes, Canadian newspaper prices, rising labor costs, and competition from federally licensed media; they also point out that critics of newspapers are against a free press and free speech and probably ought to be silenced.

But whatever the cause, the rite of newspaper folding has become formalized even in the relatively brief span of its existence. Like Japanese theater or grand opera, its formulas need to be understood if one is to appreciate the virtuosity of individual performances.

The Rite Of Silence

The newspaper-folding ceremony begins with an inversion of the traditional "scoop" phenomenon of journalism. There is a deliberate effort by the owners to be the last to carry a given news report—in this case, the paper's own obituary. To do this, the folding newspaper's publisher must keep from his employees all word of the publication's imminent demise until the absolute last moment. No publisher ever has given his staff more than 24 hours' notice of the paper's suspension. To do otherwise is considered bad form.

William Randolph Hearst, Jr., who is to newspaper folding what Arnold Palmer is to golf, has set some rugged standards. When his International News Service "merged" with United Press, the several hundred working newsmen who were to lose their jobs were informed via a story on the Dow Jones financial ticker.

When Hearst's Pittsburgh Sun-Telegraph was hyphenated with the Pittsburgh Post-Gazette, some wives of Sun-Telly staffers tearfully greeted their husbands with the news when they came home from work that evening. The wives had heard it over the radio. The husbands hadn't been told before they left the office.

And, continuing in that great tradition, when Hearst's New York Mirror, the second largest newspaper in the country, recently went under, it was a reporter from another news-gathering organization who first brought the fact to the attention of Mirror employees. This is the Rite of Silence par excellence.

Many onlookers comment that it is odd that publishers, who are so adamant on the right of access to information of various kinds, are so close-mouthed

"How To Fold A Newspaper" is reprinted from the Jan. 16 issue of The Reporter magazine. Its author, Joseph G. Colangelo, Jr., is head of the University of Pittsburgh news bureau. A former Wire Service Guildman, he worked for International News Service in New York, Philadelphia and Columbus until shortly before its merger with United Press. His father, Joseph G. Colangelo, Sr., was an ANG international representative for two decades until last summer.

when it comes to reports of their own activities. That is true; it is odd. In this respect, I would like to point out that the recent efforts of the AFL-CIO convention to require newspapers to file 90 days' notice of their suspension is as much of a threat to a classic anthropological manifestation as the attempts by British colonialists of the last century to clothe natives of the South Sea islands.

The Staff Announcement

The time comes, however, when the folding newspaper's publisher does have to tell his staff. This is regarded as unfortunate but necessary, and it can be facilitated if the Rite of Silence has been played well. Usually all that's required is a brief written explanation under some simple lead sentence as "By the time you finish reading this, the Daily Gas will have ceased to exist as a separate publication."

Many techniques have been employed for delivering the announcement to the paper's employees, but perhaps the most universally successful and least embarrassing is "the Martin Luther Bit"—the publisher sends a janitor up to the editorial office with the announcement, a hammer, and a nail. The janitor nails the announcement into a convenient wall, steps back, shakes his head, shouts over his shoulder to the city desk, "Hey, Sven, you'd better take a look at this," and departs. In the normal course of events, the city editor then will come over, read the announcement, and recite a phrase sanctifying the occasion. The rest of the staff then joins him in further ejaculations.

When the New York Mirror folded, Newsweek commented: "No one got drunk in the office, no one broke furniture, almost no one cried." It is obvious, then, that publishers are dealing with people who are capable of such acts and they must take steps to protect their property. This is often accomplished with a cordon of armed men in light blue from the Pinkerton Detective Agency.

Pinkertons are the honorary pallbearers at every respectable newspaper funeral. Their number and regalia testify to the importance of the publication going under. Legend has it that at some of the better funerals, Pinkerton detectives have been known to appear with guns at the ready.

The Silent Tentfold

Semantics is the most important aspect of the final phase of newspaper folding. The ceremony uses a highly formalistic vocabulary aimed at persuading observers that nothing of great consequence has happened. It is a language that is likely to be confusing to the layman.

For example, in describing an event, one does not speak of a publication as having been "sold." Experience has shown that typesetters have a way of adding "out" to that word, usually to justify a line of type. Instead, one speaks of two newspapers as hav-

ing been "merged." This is not inaccurate if one thinks of it as the kind of thing the whale did with Jonah.

For the sake of clarity here, however, a distinction will be made between the merge (i.e., the publication that has been "merged") and the merger (i.e., the one that does the merging).

The merge's announcement of the event, usually run on an inside page if there's any kind of a news load that day, carries the headline "A Note to Readers of the Daily Gas." The word "note" connotes a minor message of small importance and tends to allay alarms.

The announcement explains that henceforth the Daily Gas and the Daily Blurb will be published as a single newspaper known as the Daily Gas-Blurb. "The arrangement," it says, "follows a pattern established recently by many other newspapers around the country." This is known as the failure-is-its-own-justification plea.

The unimportance of the event is demonstrated by pointing out that the combined newspaper will carry the most popular Sunday comics of both.

Finally, the announcement strikes out for the last time at Publisher's Devils—Creeping Socialism and the Democratic Party. The folding newspaper's publisher, if he's ingenious, will figure out some way to blame both of these in his parting shot.

The statement by the merger is deceptively similar. However, its author faces the same difficult problem as a cat who has just swallowed a canary and is trying not to burp as he offers condolences to the canary's relatives. It usually goes something like this:

"The Daily Gas is dead." This phrase, solemn and to the point, bears not a trace of gloat. The next few sentences give a brief history of the Daily Gas and refer to it as "venerable." ("Venerable" is a mandatory term in such announcements.) The same reassurances then are given about the Sunday comics and the most popular columns from the Gas being incorporated into the combined Gas-Blurb. However, in this instance, the term "most popular" refers to those most popular with the new monopoly publisher.

The final lines always are the same in such announcements. They give the telephone number for the classified advertising department of the combined Daily Gas-Blurb and announce that the new noncompetitive situation has facilitated the establishment of A Special Three-Line Rate for Those Who Act Now! As compared with the old rate, the Special Three-Line Rate for Those Who Act Now! is higher.

A Note About Cause

The repercussions of a newspaper folding are brief, employment chiefly by the presence of writers at unemployment offices, a slight rise in out-of-town newspaper sales, and insistent cries from diligent Gas newboys, who have been storing up credits in a sales contest for a college scholarship offered by the paper. For the principals, the curtain has fallen, the final whistle has sounded, the last stone has been thrown.

At a private subterranean, the two publishers can toast their accomplishment and its meaning for America. They have achieved the ultimate in freedom of the press—freedom from the presence of a nearby competitor. They have served the free-enterprise system which they have so long defended—for what is free enterprise but the right of one man to buy and another to sell?

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Alexander, N.Y. Guild President, Appointed To City Publicity Post

New York City—Wilfred E. Alexander, New York Guild president and a former member of the ANG International Executive Board, has been appointed public-relations director for the New York City Labor Department.

Alexander's appointment to the city post was announced by Mayor Robert F. Wagner. He will continue as Local president.

Alexander was a rewrite man on the New York Mirror until its suspension last October. He is a former chairman of the Mirror Unit.

An international vice president from 1953 to 1959, Alexander was a member of the key IEB Finance Committee. He has held



WILFRED E. ALEXANDER

numerous posts in the New York Guild and has been a delegate to

several ANG conventions. He was an ANG delegate to the AFL-CIO convention in New York last November.

He joined ANG, shortly after its birth, as a charter member of the old Dayton Guild in 1934. Leaving the Dayton Journal after serving as a reporter, copy reader and state editor, he joined the Long Island Press in 1935, serving as picket chairman and a member of the strike executive committee during a Guild walkout at the paper two years later.

Alexander was a New York Representative Assembly delegate from 1937 until he joined the Air Force in 1943, becoming a delegate again in 1950. He joined the Mirror staff in 1945.

AP May Establish Computer Service

The Associated Press is reportedly considering a far-reaching program of regional computer centers to produce typesetting tape for smaller newspapers.

The January issue of Wire-Report, publication of the Wire Service Guild, said AP has informed the Commercial Telegraphers' Union it is weighing the feasibility of such computer centers but that they would not affect CTU employees "in the foreseeable future."

"The wire agencies," says Wire-Report, "are in an ideal position to provide the benefits of modern computer typesetting for hundreds of daily newspapers which could never afford computers of their own."

"Unjustified typewriter-punched copy could be fed by wire from newspaper offices into the regional computer center and returned to the newspaper in the form of tape justified for direct feeding into linotypes."

Wire-Report said United Press International "presumably is also studying the feasibility of introducing computers for news copy," reporting that UPI executives and technical experts visited the West Coast recently to confer with

Time Out

The Associated Press took its computer system off of stock-market tabulations momentarily this month to convert President Johnson's State-of-the-Union message to teletype tape.

In the span of a few minutes, the computer converted the capitalized teletype text to upper-lower-case tape, with lines justified and words hyphenated where necessary. Transmission of the message to members with high-speed reception facilities took less than three minutes.

It was AP's first use of the computer for a news story.

computer experts.

Another phase of AP automation, meanwhile, has given rise to a protest in the wire service's Detroit bureau. The Wire Service Guild has complained that the AP's new Michigan high-speed teletypewriter wire has brought about a speedup on the Detroit filing desk.

Meetings are being held to resolve the matter.

N.Y. Board Censures 6 In Strike Violations

New York City—A New York Guild trial board has found six Guild members guilty of violating the ANG Constitution by crossing an ITU picket line at the New York World-Telegram & Sun during the 114-day printers' strike last winter. They were given official reprimands.

Similar accusations against 33 members of the Herald Tribune Unit were dismissed on procedural grounds without a decision on the merits of the charges.

Trial-board decisions on charges against 48 Guild members at the New York Times and three at the Post were to be announced shortly. All 89 cases arise from picket-line violations during the printers' strike.

Five advertising salesmen and an inventory manager were found guilty of ignoring the printers' picket line at the World-Telegram & Sun in violation of a Guild directive.

While none denied crossing the line, four contended they had not been made aware of the Guild policy, one held that the charges had been "improperly served," and the sixth pleaded

Dobson Is Named To Insurance Panel

Toronto, Ont.—International Vice President Jack Dobson has been named to the Canadian Unemployment Insurance Compensation Board of Referees.

Dobson, first Guildman to hold the position, will represent insured persons on a tripartite panel. He was appointed on the recommendation of the Canadian Labour Congress.

The panel hears appeals from persons who disagree with decisions affecting their insurance benefits.

Gary Post-Tribune Buys Radio Station

Gary, Ind.—The Gary Printing & Publishing Co., publisher of the Gary Post-Tribune and the Northwest Indiana Sentinel, has purchased radio station WGRY.

The Gary AM station was purchased from Mr. and Mrs. George Whitney for \$265,000. It will be operated by a new company to be headed by H. B. Snyder, Post-Tribune president.



HAPPY ENDING: Officers of the Los Angeles Guild and the Herald-Examiner prepare to sign new two-year contract reached two hours before a strike deadline. Seated are James P. Bennett, left, Guild president, and C. T. Griffiths, Herald-Examiner business manager. Standing, left to right, are John Seeley, Guild staff representative; Lynn Igoe, Local secretary; Leel Schrader, acting Local administrative officer; George Sjostrom, Herald-Examiner assistant business manager, and W. O. McCarthy, the Hearst papers' labor relations counsel.

Minimums Rise By Up To \$12.25 In New Pact At Hammond Times

Hammond, Ind.—Increases of from \$3.50 to \$12.25 in minimums have been won in a new two-year contract between the Hammond Guild and the Hammond Times.

The new contract, retroactive to July 1, also contains improvements in vacations, hospitalization insurance and mileage allowances.

Display salesmen, up \$5.50 the first year and \$4 the second, will go to \$160.75 next July. Rewrite and desk men rise \$4.75 and \$4 to \$157.75, while reporters and photographers go up \$5.50 and \$4 to \$152.

The maximum increase—\$6.25

and \$6—goes to woman's-page reporters, bringing them to \$141. City, sports, telegraph, woman's-page and supplement editors are up \$4.75 and \$4, the first three to \$180 and the latter two to \$166.75.

The requirement for a fourth week of vacation is reduced from 18 to 15 years of service, while hospitalization benefits, paid for by the employer, are increased by \$14 to \$18 in the daily rate and from \$280 to \$340 in the maximum.

The minimum mileage guarantee is increased from \$4 a week to \$2 a day, a differential of \$1.25 a day is established for subeditors

assigned to executive posts, and space correspondents are brought under contract coverage at a minimum rate of 15 cents an inch.

\$9.70 Raise Negotiated In New Ottawa Contract

Ottawa, Ont.—A \$9.70 general increase in a three-year contract has been negotiated between the Ottawa Guild and the Ottawa Citizen.

Wages will go up \$3.35 retroactive to July 21, \$3 next July and \$3.35 in July 1965. Top minimums after the third step will be \$130.60 for reporters, \$124.10 for district managers and \$77.70 for stenographers.

Midwest District Council Adds Peoria To Roster

St. Louis, Mo.—The Peoria Guild became a member of the Midwest District Council this month as the Council continued its expansion program.

Peoria joined at a Jan. 12-13 meeting hosted by the council's second-newest member, St. Louis. The Council is seeking closer ties with other district councils. Efforts are under way to arrange a joint meeting with the POI District Council in May.

Delegates to this month's meeting refused to endorse a Gary proposal for an amendment to the ANG Constitution that would require that copies of proposed constitutional amendments be submitted to all locals 30 days in advance of the Guild's annual convention.

Fred Kreeker of Hammond, was re-elected council president. Others elected were Barney Wipold of St. Louis, vice president; George Lindberg of Gary, secretary, and Edward S. Gilbreath of Chicago, treasurer.

An ANG training institute held in conjunction with the meeting

3 Institutes Set

Three more ANG Regional Weekend Training Institutes on "Automation and the Guild" are scheduled this month and next, in Toledo, Seattle and San Francisco.

The Toledo Institute, sponsored by the POI District Council, will take place this weekend. The Seattle Institute, for Pacific Northwest locals, will be held at the Benjamin Franklin Hotel February 1 and 2, and the San Francisco Institute, sponsored by the California-Nevada District Council, will be held at the Towne House Feb. 8 and 9.

attracted 25 delegates from nine locals. J. William Blatz, ANG director of collective bargaining, and Ellis T. Baker, director of research and information, described the current revolution in newspaper production methods.

Among Ourselves

Harold L. Keith, a former first vice president of the Pittsburgh Guild, has been appointed a public information specialist in the news division of the Agency for International Development.

Keith was on the staff of the Pittsburgh Courier for 18 years, serving as managing editor at the time of his AID appointment. He will be working under Jerry Rosenthal, a former Milwaukee Guildman, who is chief of the AID news division.

•

Toronto Guildman Richard

Snell, one of four winners of

Southern Newspapers Fellow-

ships, is enrolled at the University

of Toronto. Patterned after Harvard's Nieman Fellowships, the program provides for a year's university residence, including expense, tuition fees and a basic salary.

Miles McMillin, 19-year Madison Guild member, has been named vice president of the Capital Times Publishing Co. McMillin, an editorial writer, joined the Capital Times in 1944 after working for the Progressive magazine. He is also an attorney.

Carrol Vertrees, first vice president of the Gary Guild the past two years, has been promoted to editorial page editor of the Gary Post-Tribune, a Guild-cumprison position. Vertrees won the Gary Guild's 1963 Page One award for outstanding service.

Detroit 'Massive Retaliation' Lockout Ruled Illegal

(Continued from Page 1)
entirely on the distinction between separate and joint bargaining, holding "massive retaliation" illegal in the first case although legal in the second.

While finding the two papers' lockout agreement proper as a defensive weapon in joint bargaining, the board declared that an agreement to engage in lockout action in cases of individual bargaining "contemplates conduct which exceeds the permissible defensive limits."

The two publishers entered into just such an agreement in the case of the Teamsters, the board pointed out, citing a News Promise not to publish should the Free Press be struck as a result of resisting Teamster demands the

News had urged it not to grant.

But the board failed to find this impromptu agreement a violation of the law because it was kept secret from the unions and thus could not be construed as threatening them. The board has held that such an agreement is a violation only if it tends to "interfere with, restrain or coerce employees" in the exercise of their collective bargaining rights.

Thus, while finding that the lockout pact in the case of the Teamsters was an agreement to "engage in an unlawful act" and that the News was guilty of an unfair practice in actually locking out its employees, the board absolved the Free Press and the publishers' association from all liability.

The examiner, Harold X. Summers, had held that the Free Press and the publishers' association shared responsibility for the News lockout and should be required to share in the employees' reimbursement. The board's decision requires the News to pay the entire amount.

While the board agreed with Summers that a suspension of publication by the Free Press during a paper handlers' strike on Feb. 15 of the same year was not a violation, it found this to be the case only because of the factor of joint bargaining.

It declined to accept the examiner's rationale that no violation was committed despite the suspension, because, since employees were kept on the job, there was no lockout.

"While the question of actual loss of employment and wages is relevant in our determination of the appropriate remedy," the board said, "... it is not determinative of whether or not an unfair labor practice has been committed."

The board also agreed with Summers that the publication of a combined edition of the News and Free Press under a single masthead the day before the April lockout was not a violation. It said there was no evidence that the joint edition constituted either the threat of a lockout or an attempt to provoke a strike at the News.

The board, in addition to ordering back pay for the locked-out employees, directed the News to refrain from similar action in the

future and to post a notice to that effect at its plant.

The Detroit case is the first involving a news-industry lockout during contract negotiations. In 1962 the NLRB upheld "massive retaliation" by New York publishers in a case involving grievance strikes in violation of a citywide contract.

Still pending before the board is a Detroit Guild charge that the News committed an unfair practice by laying off 34 Guild members and other union employees while retaining nonunion employees during the April and May strikes. An examiner has recommended that the complaint be dismissed, but the NLRB's general counsel has filed a strong exception to the finding.

Paterson Paper Set To Cease Business

(Continued from Page 1)
the target date for publication.

Gannett, which owns the Plainfield Courier News, and Mid-Atlantic, which owns the Elizabeth Daily Journal, both some distance from Paterson, would presumably keep the Call in business if they bought it.

But it was not certain what the paper's fate might be if it were bought by the Hackensack or Passaic-Clifton papers, whose circulation areas about Paterson's.

The Guild and other unions have been told they will be notified when Williams is in a position to meet with them. Irving Leuchter, ANG attorney, as well as McLaughlin, are expected to attend.

The 27 Call Guildsmen are all in the paper's editorial department. The Call has been going downhill financially for several years, falling behind several times in pension, health-insurance, Social Security and wage payments.

It has also been tied up in litigation by minority stockholders, who charged mismanagement but were not sustained in court.

Collusion With Publisher Results In \$500 Fines

Paterson, N.J. — Three Paterson Call employees found guilty of collaborating with management to

undermine the North Jersey Guild's Paterson Unit have been fined \$500 each by a Local trial board.

The Paterson members—Joseph Baron, Melvin Lewis and Fred Temby—were convicted of acting in concert with management in successive unsuccessful attempts to decertify the Guild and revoke a Guild shop at the Call last summer.

A federal court judge had enjoined the Guild from trying the trio on charges of seeking NLRB decertification and revocation elections. His ruling, based on the Landrum-Griffin Law, is being appealed by the Guild.

The Guild was left free to proceed with the collusion charge, however, and convicted the trio Jan. 10. Baron was also found guilty of working overtime without pay, but a \$100 fine was suspended because of mitigating circumstances.

The principal evidence against the defendants was an affidavit by International Representative Edna Berger, who said Call Publisher Henry A. Williams III had told her Baron acted as leader of the anti-Guild group at his request.

All three have been dropped from the rolls after leaving Guild jurisdiction. Baron was promoted to circulation manager of the Call, and the other two left the paper.

Manchester Wins Clause Near Automation Model

(Continued from Page 1)
before the new model clause was adopted.

The jurisdiction clause, taken almost verbatim from the new model, provides that all work presently performed within the Guild's jurisdiction and all new or additional work of a similar nature "whether performed by presently or normally used processes or by new processes or equipment," shall be assigned to employees within the Guild's jurisdiction.

Also added to the contract is the long-standing model-contract provision for dues checkoff.

Top minimums for adult classifications are increased \$1.97 to \$14.50 in the first year and \$1 to \$3 in the second, but one step-up in the layout artist's classification will go up \$21.12 in the first year.

The reporter top minimum will go up \$6.30 and \$3, to \$127; display and classified advertising salesman minimums go up \$6.53

and \$3, to \$135; secretary-stenographer, \$2.29 and \$1, to \$90.50; circulation district manager, \$4.12 and \$2, to \$107, and ad-layout artist, \$14.50 and \$3, to \$135.

The top jobs—editorial writer, state ad co-ordinator and ad-sales promoter—will go up \$6.30 and \$3, to \$147.50.

Other provisions include higher pay on a per diem basis for work performed in a higher classification; a program of training in higher classifications for office boys; extension of a weekly expense guarantee of \$3.30 to all employees, and lost pay for up to two weeks' annual military leave.

Salem Guild President Fired

(Continued from Page 1)
some others are paid \$18 over scale for a 38½-hour week in return for working irregular hours. They are, in effect, on call 24 hours a day.

Abodeley has continued to take pictures unconnected with his

ANG Appoints Kadis To Fill Mellett Post

(Continued from Page 1)
and with developing a long-range program and additional sources of income to implement it.

Salary and expenses for the position will be met from dividends accumulated by the stocks. The new position was authorized by the International Executive Board in October 1962, but the stock was not turned over to ANG by the Mellett estate until a year later. A special Mellett Fund has been set up.

Kadis will take a one-year leave of absence from his job as a newsman in United Press International's Cleveland bureau, where he has been employed, with a one-year interruption for service in the armed forces, since 1960. Prior to that he was a police reporter for the Cleveland Press and a member of the Cleveland Guild.

Kadis, 28, holds a B.A. degree in English and the Humanities from Western Reserve University, where he is currently engaged in graduate study. While an undergraduate he edited a university publication, *Polemic*, devoted to the study of contemporary thought.

The UPI newsmen, who served as an information specialist with an Army military-intelligence detachment, was graduated second in his class from the Army Information School at Ft. Slocum, N.Y., in 1962, winning a public-speaking trophy.

In addition to serving as UPI chairman in Cleveland, Kadis was elected Midwest Sectional Council chairman of the Wire Service Guild last year.

Possible areas of immediate activity in implementing the Mellett bequest, ANG officers said, include press performance in relation to national security and the public's "right to know," the problem of courtroom photography, the effects of newspaper monopoly, and journalistic standards.

Among the long-range proposals under consideration is a study of the feasibility of a national press council.

newspaper work during periods when he was not on assignment. The Guild, in current negotiations, has been pressing for a definite work schedule that would enable photographers to distinguish between their own and company time.

Unions, Publishers Slate Joint Studies

(Continued from Page 1)

paper-industry study program will be worked out at meetings of a committee of newspaper representatives with a sub-committee of the Labor Relations Committee of the American Newspaper Publishers Association.

Commenting on the Tampa conference, Perlik said:

"We were impressed by the candor and frankness displayed both by management and union representatives. As one of the impartial participants said, 'How much of a stride forward we've made remains to be seen, but at least we've got our foot off the ground'."

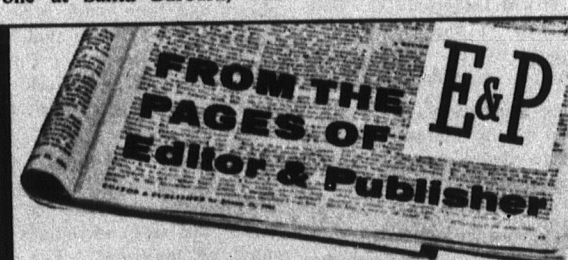
The Tampa conference, like the one at Santa Barbara, was

chaired by Dr. Clark Kerr, president of the University of California, and Sam Kagel, San Francisco attorney and arbitrator.

Impartial participants were arbitrators David L. Cole of New Jersey and Theodore W. Kheel of New York City.

Unions represented, besides the Guild, were the ITU, Pressmen, Stereotypers, Photo-Engravers and Teamsters.

Management participants included representatives of the Hearst, Scripps-Howard and Gannett chains, such newspapers as the New York Times, Washington Post, Minneapolis Star, Philadelphia Inquirer and San Francisco Chronicle, and the ANPA Labor Relations Committee.



POOLED COVERAGE OF BIG NEWS STORIES?

James Reston, New York Times' Washington Bureau chief, speculated recently that journalism "may have reached the point where newspapers will have to work together on these (big) stories instead of working individually." New trend—or a famous newspaperman's musings? By covering every facet of the industry, E&P has spotted and reported every new trend that affects the working newspaperman. If it's about your industry, you'll probably read it first in EDITOR & PUBLISHER.

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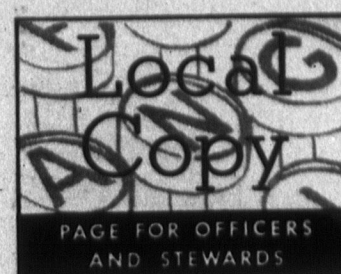
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1964 Profits To Eclipse All Records

"The Affluent Year."
That's the term of unrestrained enthusiasm business prophets are using to describe 1964 and its economic prospects.

The prediction is compounded of rising sales, rising profits and rising dividends, with wages expected to follow along after lagging behind for several years.

U.S. News and World Report, bolstering its forecast of unparalleled affluence during 1964, sees the following:

► A gross national product of \$619.7 billion, a sizable increase over the \$584.8 billion estimated for 1963.

► Corporate profits of \$30.6 billion after taxes, compared to an annual rate of \$27.8 billion achieved in the fourth quarter of 1963.

► Retail sales of \$263.8 billion, more than \$12 billion ahead of 1963's \$251 billion.

The New York Times, reporting 1963 profits that topped all records, joins the prediction that they will go still higher in 1964.

The Times, in its annual economic review, estimates 1963 after-tax profits at about \$26.5 billion, 10 percent higher than 1962's \$24.6 billion. The figure, it noted, exceeds all expectations, outpacing the major economic yardsticks for the first time since World War II.

Dividend payments have also spiraled, the AFL-CIO American Federationist points out. During the third quarter of 1963, they reached an annual rate of \$17.6 billion, a billion more than was paid in 1962.

At the end of November dividends were running 6 percent ahead of 1963, with almost \$12.9 billion disbursed before the annual year-end outpouring of extra dividends.

The retained cash flowing into corporation coffers is increasing even more rapidly. By the third quarter of 1963 it had risen to an annual rate of \$42.5 billion, the Federationist reports, almost \$4 billion over the 1962 total of \$38.8.

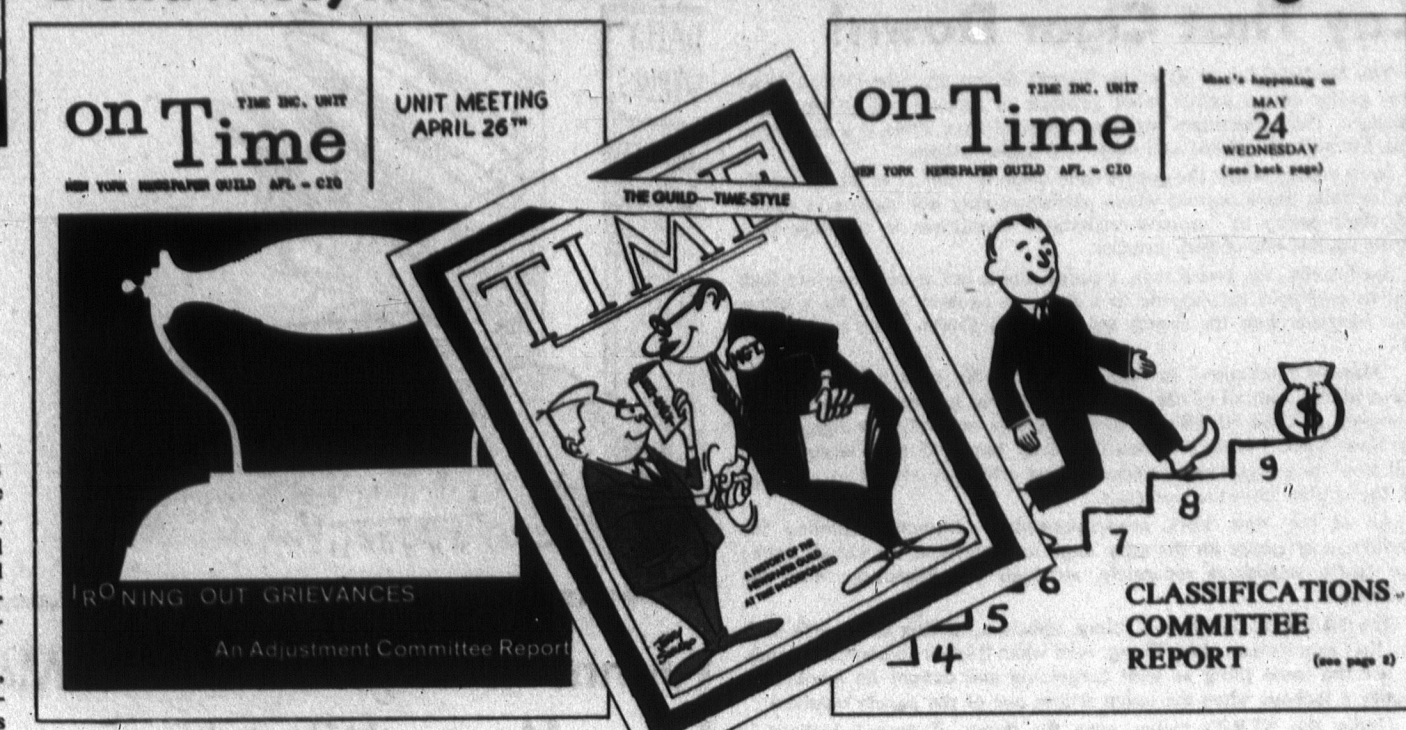
Noting this dramatic climb, Business Week commented recently: "If there is anything American business has plenty of this year, it is money."

Much of the increase in profits, says the Federationist, can be attributed to a decline in unit labor costs, the result of productivity increases that have outstripped wage increases.

Productivity has been rising at an average rate of 4.5 percent a year—in individual cases, considerably higher—while wages and fringe benefits have been increasing by less than 3 percent, according to Joseph R. Slavin, national economics editor of the New York Herald Tribune.

Comments the Federationist: "The widespread legend of the 'profit squeeze' is dead."

Communication Pump Kept Primed Guildwise, Timeworkers Know What's Going On



New York City—Ignorance of the Guild is no excuse for non-membership at Time Inc.

Leaders of the New York Guild's Time Unit maintain a flow of information to their members that exceeds in quantity and quality the informational material produced by most Guild locals.

From the day he joins the staff until the day he leaves, a Time employee is kept abreast of Guild developments in a fashion that is compellingly attractive.

The new staffer is introduced to the Guild by way of a 16-page pamphlet, "The Guild—Time-Style."

With a cover taking off from Time's own format and an interior sprinkled generously with illustrative cartoons, the brochure reviews the history of the unit, describes its operations and answers such questions as "Why do we need a union?", "What is collective bargaining?" and "Why should you join the Guild?"

It indulges in "A Bit of Name Dropping" (sectional subtitle) on early unit leaders, including Dwight MacDonald, Archibald MacLeish and Russell Davenport. It recalls Henry Luce's reaction to news of the formation of a Guild unit ("Can I join?"), and it describes "The Not-So-Good Old Days," when employees worked 60 hours a week with little or no overtime pay.

Once introduced to the Guild, staffers aren't allowed to forget it. An annual "Who's Who and What's What in the Time Inc. Unit" contains the names of unit officers, committees and stewards (including

the "Over the Cutoff Organizing Committee," assigned to maintain contact with members earning more than \$10,500 a year, who are ineligible for general wage increases).

"Who's Who" also describes the unit and local structures, tells members "How—and Where—to Relax" (at the New York Guild Press Club), and repeats an earlier lesson: "Why you should join the Guild." ("By remaining outside the Guild you forfeit your rights, and neglect your obligations to join with your fellow employees to make Time Inc. a better place to work.")

Capping the unit's publication structure is "On Time," a shop paper published on an average of every other week.

Usually appearing as a four-page multithit publication with an eye-catching illustrated cover (sometimes in two colors), "On Time" keeps members informed of meeting dates, grievances, contract negotiations, elections and a wide range of other unit and local activities.

A new series, "Know Your Contract," reviews a key clause each issue, explaining what it means and how it operates. "On Time" keeps close tabs on company profits, explains "Why Assessments" and promotes such extra-curricular Guild activities as chess lessons and group flights to Europe.

"On Time" often makes its point with engaging subtlety. One front cover ran the letters "G. I. d." in two-inch type under the legend, "What's Missing?" Alongside it the answer: "U are . . . and you're missing plenty by not being a member of the Guild."

Arbitrations

Congressman's Protest Brings Curb On Labor Job In Niagara

Niagara Falls, N. Y. — The Niagara Falls Gazette was justified in requiring a political reporter to resign his outside job as editor of a labor paper, an arbitrator has decided.

But arbitrator Saul Wallen ruled that the reporter could rejoin the labor publication as long as he was not responsible for its content and his name wasn't on the masthead.

The case arose when Republican Rep. William Miller complained to the Gazette about an attack on him printed in the labor paper, published by a UAW local in nearby Lockport. The Gazette, a Republican paper, told the reporter the two jobs were incompatible and that he would have to give up one or the other.

The reporter resigned the outside job under protest, but the Buffalo Guild took the case to arbitration as a violation of a contract clause allowing outside activities that do not involve competing papers or exploit the employer's connection with the publisher.

(The ANG's model-contract clause on outside activities contains no reference to exploiting

Arbitration Plea Won By Buffalo

Buffalo, N. Y. — The New York Appellate Division has ruled that the Buffalo Guild is entitled to arbitration of its claim that the Tonawanda News violated contract terms by eliminating a 1962 Christmas bonus.

The judges reversed a lower court ruling that the issue was not subject to arbitration.

The bonus, previously an annual custom, was discontinued after a new Guild contract was signed Dec. 18, 1962. The Guild instituted a grievance, but the company refused to participate in grievance procedures, contending that the subject of bonuses was not covered by the contract.

The Appellate Division said that question is one for an arbitrator to decide.

connections with the publisher and prohibits only service performed for publications in "direct" competition with the publisher.) The Gazette contended that

the case was not subject to arbitration because the reporter had complied with its directive, but the arbitrator held that since the employee complied under the threat of losing his job, there was still an arbitrable issue.

Wallen agreed that the reporter was not responsible for the content of the UAW publication, The Voice of Labor, and that his duties were strictly technical in nature. But he held that the appearance of the reporter's name as editor would be construed as involving responsibility for the paper's content.

"It gave the appearance," Wallen said, "that, as a well-known name and figure to newspaper readers in the Lockport area, he was exploiting his connection with the publisher by permitting his name to appear as if he approved of the editorial content of the Voice of Labor."

The arbitrator, accordingly, upheld the Gazette's action in requiring the reporter to resign the editor's post. But he said the reporter could be re-employed by the labor paper in a "technical capacity" other than editor without violating the contract.

Night Pay Won 1½ Years Back

Boston, Mass.—A Boston Traveler Guildman has some extra funds at hand in the post-holiday season as the result of a grievance settlement involving a night differential unpaid for more than a year and a half.

The grievance was instituted when it was found that Harry Trask, prize-winning sports photographer for the Traveler, had not been compensated for frequent but irregular night assignments since April 1, 1962. Since no records of the night assignments had been kept, management agreed to pay Trask the full weekly night differential of \$6, retroactive to Sept. 1 and half the weekly differential retroactive for an additional year.

Day Book

ACTIVITIES
ANG Leadership Training Institute on Automation for the Pacific Northwest, University of Washington, Seattle, Wash., Feb. 1 and 2.
California-Nevada District Council, ANG Leadership Training Institute on Automation, Del Webb's Tropic House, San Francisco, Calif., Feb. 4 and 5.
Empire State District Council, winter meeting, Buffalo, N. Y., Feb. 22 and 23.
ANG International Executive Board, winter meeting, Washington, D. C., March 24.
Middle Atlantic District Council, winter meeting, Sheraton Hotel, Philadelphia, Pa., March 7 and 8.

Editorial

Lay That Cigar Down!

The National Labor Relations Board's finding that the Detroit News was guilty of an unfair labor practice in locking out its employees during a 1962 Teamsters' strike at the rival Free Press is a significant one for both the Guild and other newspaper unions.

In its ruling, which the papers have taken to court, the NLRB marks out definite limits beyond which publishers may not venture in applying their policy of "massive-retaliation" shutdowns in response to a strike against one of their number.

Specifically, the board says, a paper that is not struck may not lock out its employees in response to a strike at another paper by a union that bargains with the papers separately, as Guild locals customarily do.

"Massive retaliation" in response to a strike by a union that bargains jointly with all of the publishers involved is something else again, however, and the NLRB's decision may take on particular significance in New York. There the board already has held that "massive retaliation" is a legitimate defense against grievance strikes in violation of the crafts' citywide contracts.

All of the New York newspaper-union contracts, including the Guild's, now expire on the same date, however, and the Guild, unlike the crafts, negotiates separately, although simultaneously, with the publishers.

The NLRB, by its Detroit ruling, upheld a hearing examiner's finding that simultaneous bargaining, even when it involves common issues, is not the same thing as joint bargaining and cannot be invoked to justify a lockout when the union strikes one of the papers involved.

Under the NLRB's ruling, even the threat of such a lockout is illegal. For the board, while holding that a general lockout agreement between the Detroit publishers was not unlawful, said this was so only because it applied exclusively to multiemployer bargaining.

The board, in failing to find a violation in a separate agreement by the Detroit News to close down if the Teamsters struck the Free Press, based its decision on the fact that this agreement was kept a secret from the employees and thus could not be construed as a threat.

Implicit in the board's decision is the position that an agreement to lock out employees illegally is a violation of the law, whether executed or not, so long as its existence is known to the employees likely to be affected by it. The rationale is not difficult to follow.

It is well illustrated, by a story involving Emanuel Lasker, one-time world's chess champion and an inveterate cigar smoker.

In one match, at the behest of an opponent who claimed cigar fumes made him ill, Lasker agreed not to smoke. In the middle of the game Lasker drew a cigar from his pocket and laid it on the table, an action that drew a quick complaint from his opponent as a violation of their agreement. Lasker pointed out that he had not lit the cigar, but his opponent was not deterred.

"You yourself have always maintained," he protested "that in chess the threat is more powerful than the execution."

It can be in collective bargaining, too.

Footnote

He sometimes would talk to newspapermen about something they wrote, and would give them as much time as he might an ambassador or, indeed, a head of state. Like a good newspaperman, which he once was, he sought to comfort the afflicted, and he never hesitated to afflict the comfortable, if he thought they deserved it.

—Labor Columnist John Herling on President Kennedy

The Guild Reporter

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

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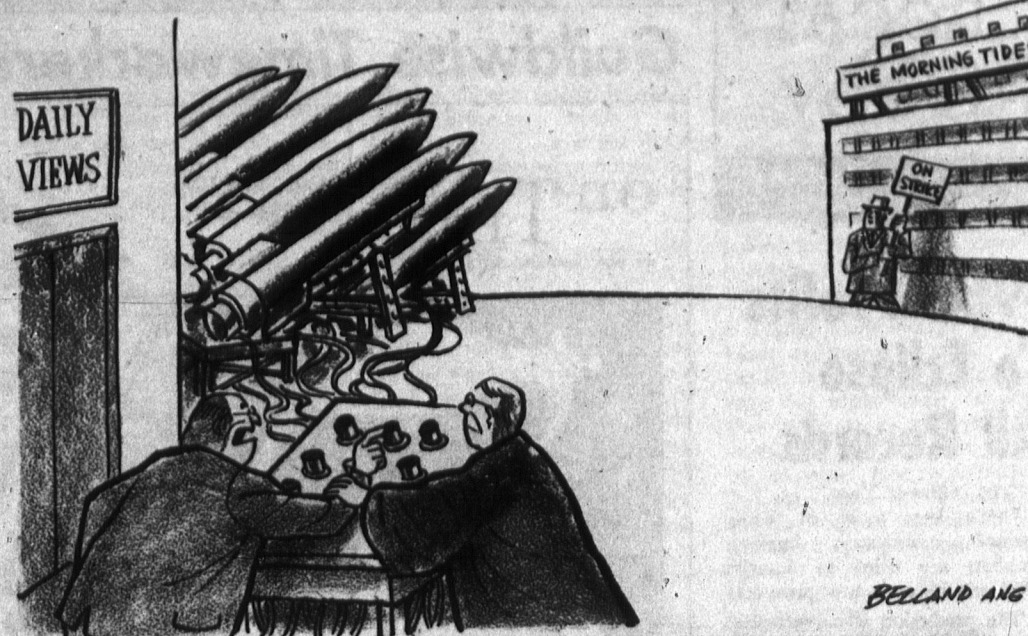
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'But It's Only A Defensive Weapon'



BELL AND ANG

DATELINE: WASHINGTON

Johnson Says What He Means, Means What He Says

By WILLARD SHELTON, Washington Guild



An intensive search for so-called "gimmicks" got under way when President Johnson sent to Congress his detailed budget message promising lower total spending but bigger programs in the health, education, housing and welfare fields. It has always seemed to this reporter that Mr. Johnson is a public figure whose words are best taken at face value.

There are gimmicks in his budget and his parallel economic message, of course, because there is something fraudulent in every federal government budget.

The "administrative" budget used in this country is an open invitation to gimmickry. Every other modern industrialized nation separates its official spending figures into capital investment, for things of long-term worth, and current spending for short-term needs. An American President, trying to prove himself "frugal," is compelled to lump everything together.

He is compelled to make obeisance to the chairman of the tax-writing Senate Finance Committee, Senator Harry Byrd, whose notions of fiscal integrity have ruled Virginia for more than a generation and have left the state with low expenditures for schools, mental health and other public services and low capital investments for the public good.

Nevertheless, Mr. Johnson's economic message and budget message should be taken seriously, because he is very likely to mean what he says—or at least so he was in the Senate—and he is not in the habit of chasing mirages. On this basis some points seem significant.

Mr. Johnson is slashing military expenditures, adopting the viewpoint that President Kennedy's military buildup has restored our previously lost flexible strength to meet any kind of Soviet or Chinese Communist challenge, including guerrilla challenges. He is going beyond Mr. Kennedy in cutting back the production of nuclear weapon materials.

He said, in his economic message, that the emphasis in our public policies should be shifted from a stress on government expenditures in the public sector of the economy to a greater reliance on private investment as a stimu-

lus to jobs and general well-being.

He has put a consistent emphasis on the culling of government payrolls by attrition and non-hirings, on demanding "harder work" from government employees, on eliminating "waste" so that we may be sure of having adequate funds to spend on programs that are socially desirable.

While moving away from the doctrine of a broad and massive program of investment in public schools, he is preparing to concentrate immediate federal spending on schools in the less diffuse context of his "war on poverty" program.

It is impossible to believe that the change in style at the top will have no effect on actual government investment, actual spending, which is where policies and programs are implemented.

There is no doubt that Mr. Johnson's emphasis on frugality has had a friendly reception in the mind of Sen. Byrd. The Senate Finance Committee began moving swiftly to wind up a committee bill, paving the way for Senate action and a final compromise tax-slashing measure approved by both houses by March 1.

The President, clearly, is betting a judgment that a tax cut of more than \$11 million will increase, rather than lower, government revenues because of the stimulated volume of business activity generated. Therefore, the budget deficit will be low, he estimates.

He is asserting a judgment that the 5.5 percent unemployment figure of the past five years—a most dismal statistic in an affluent society—can be cut down as a natural product of this stimulated business activity.

He is saying that such things as forced-draft public works—the socially desirable state and local projects that states and cities cannot pay for—should not any longer be financed under a special accelerated federal grant program; there is no item in the budget for extension of this program, which has seen an investment of \$900 million in two years.

There is no intrinsic merit in cutting federal expenditures in the face of 5.5 percent unemployment and none in telling the business community that the public sector of investment in our society will be reduced in favor of private enterprise investment. Public investment in projects for the general welfare is respectable and desirable and a natural part of a modern free enterprise system.

Mr. Johnson must be interpreted as a pragmatist, who knows what he means by words and has an acute ear for nuances in Congress. He has deliberately decided that he must end the tax-bill stalemate and push it through.

He is a President most deeply urgent about passage of a sweeping civil rights bill—not just a "meaningful" bill, which was the phrase used for the 1957 and 1960 laws, but a bill that throws the government of the United States insistently behind the doctrine of human rights.

He means what he says about the budget and it would be a mistake to think otherwise. His emphasis will have an effect. It must be recognized that his budget and economic messages are to be considered in context—and civil rights is part of the context. His establishment of leadership in foreign policy is part of the context.



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