

Sale Cancels Paterson Closing; Back Pay Asked In Mirror Death

NLRB Counsel Asks Penalty For Violation

New York City—The National Labor Relations Board's general counsel has urged that 1,600 New York Mirror employees made jobless on a few hours' notice when the paper suspended publication last October be awarded back pay from that time until their acquisition of new jobs.

The recommendation was placed before NLRB Examiner John F. Funke Jan. 28 at the conclusion of a two-day hearing on a complaint that the Mirror was guilty of an unfair labor practice in failing to bargain over its action in going out of business.

Funke, stating that he hoped to have his decision ready within 60 days, hinted that he would find against the Mirror.

The examiner said the Mirror case appeared "analogous in every aspect" to one involving the Fibreboard Paper Products Corp., in which the board found the company guilty of refusing to bargain over a shutdown. Funke said he was bound by the board's decision in this and similar cases.

But he questioned the general counsel's proposed remedy, asking attorneys for both sides to submit briefs on whether severance rights provided under the Mirror unions' contracts did not cover all "terminal rights" that would be subject to bargaining.

Anthony A. Ambrosio, representing the general counsel, argued that contract provisions on severance pay and other termination rights "represent contractual obligations only and do not preclude bargaining over other termination rights."

Ambrosio urged back pay for 500 New York Guild members and 1,100 other Mirror employees from their date of termination to the date of obtaining "substantially similar employment."

The NLRB attorney declared that the board's decisions in similar cases have established that a

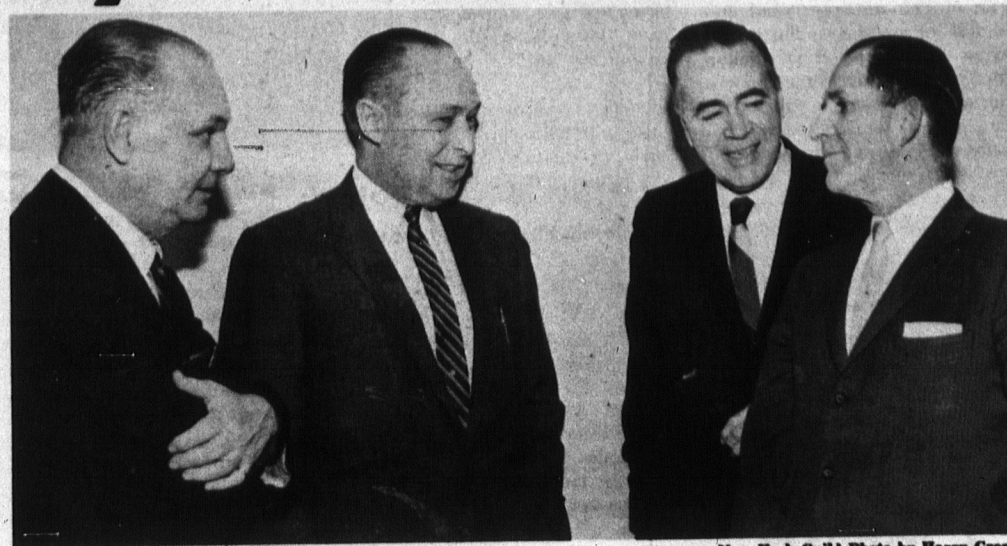
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Inquirer, News To Merge Plants

Philadelphia, Pa.—The "physical facilities" of the Philadelphia Inquirer and the News will be merged during the summer, the Greater Philadelphia Guild was notified last week.

Triangle Publications Inc., publisher of both papers, told the Guild and other unions that it will move the News into the Inquirer plant sometime between June and September.

Management said it plans to preserve the identity of the two papers and their staffs and assured the Guild that it does not plan to use the merger as a means of effecting dismissals.



New York Guild Photo by Harry Grogan

WITNESSES: Thomas J. Murphy, second from right, executive vice president of the New York Guild, and three other New York newspaper-union leaders exchange views before taking the stand at National Labor Relations

Board hearings on closing of the New York Mirror. Others, left to right, are James P. McMahon, president of the Stereotypers; Robert C. Clune, past president of the Pressmen, and Peter J. Ferris, past president of the Paper Handlers.

Canada Drops Plan To Terminate CBC Service After Unions Protest

Montreal, Que.—A threatened discontinuation of the Canadian Broadcasting Corp.'s celebrated International Service has been averted following a protest campaign by the Canadian Wire Service Guild and other unions.

Reports that the Canadian Government might discontinue the service, operated for it by the CBC, touched off widespread protests inside and outside the broadcasting industry.

The International Service, patterned after the British Broadcasting Corp.'s European Service, beams programs in 16 languages to four continents. It has won wide applause for its contribution to Canada's international relations.

But last month reports leaked out that the Treasury Board, charged with cutting the Canadian budget by \$30 million, was recommending elimination of the International Service's \$2-million appropriation from the External Affairs Department budget.

The service employs 150 persons, 11 of them members of the Wire Service Guild. Most of the remainder are represented by the Association of Radio and Television Employees of Canada and the National Assn. of Broadcast Employees and Technicians.

Members of the three unions met here following publication of the report and established a committee to mobilize public opinion against the move.

The committee, comprised of Alec Bollini, past president of the Wire Service Guild, and representatives of each of the other two unions, sent telegrams to Prime Minister Lester Pearson and members of his cabinet and issued public statements opposing the move.

Other protests came from Don-

ald MacDonald, secretary-treasurer of the Canadian Labour Congress, and the Montreal Star.

The CLC's National Council of Broadcast Unions, meeting in Ottawa Jan. 24, had just adopted a resolution proposed by ANG International Representative Brian E. Huggins, urging that all CLC resources be placed behind the campaign, when word arrived that

the threat had been dissipated.

It came in the form of an announcement by External Affairs Minister Paul Martin that the International Service's budget would be neither eliminated nor reduced and that the government will review the desirability of integrating the service within the CBC both budgetarily and administratively.

6 More Locals Win Protection From Automation Dismissals

The Guild's drive to protect its members' jobs in the face of growing industry automation has gathered new strength with the introduction of automation protection into six more Guild contracts.

Shields against the disruptions attendant on automation have been written into new contracts at the Salem News, the Toronto Globe & Mail, the Long Beach Independent and Press Telegram, the San Diego Union and Tribune,

the Guild of new processes.

The model contract's provision for six months' notice is contained in the Los Angeles Guild's new contract at Long Beach. Patterned after a new clause at the Los Angeles Herald-Examiner, it requires the publisher to consult with the Guild to work out technological changes with the least

adverse effect on employment opportunities.

The new San Diego contract calls for three months' notice in the event of an anticipated reduction of two or more jobs in any department as a result of automation.

At Knoxville, a new clause requires the publisher to negotiate

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Strike Voted At Oakland Tribune

Oakland, Calif.—Guild members at the Oakland Tribune have voted by 98 to 10 to authorize a strike at former Sen. William F. Knowland's Oakland Tribune.

Negotiations have been under way since late November, when three San Francisco papers reached a citywide agreement with the Guild. The Tribune, which withdrew from citywide bargaining this year, has declined to offer a settlement matching San Francisco's \$13 wage and welfare package.

The California-Nevada District Council, meeting Feb. 8 and 9, sent a \$1,000 check to the San Francisco-Oakland Guild and pledged the remainder of its treasury in the event of a strike. It called upon member locals to extend similar financial support and send pickets to Oakland should they be needed.

The Tribune, a council resolution said, has "deliberately attempted to impose a substandard contract" on the Guild, taking "an unyielding position" that has forced strike preparations.

Bergen Buyer To Inaugurate Joint Printing

BULLETIN

Hackensack, N.J.—The Hackensack Record announced yesterday that it has purchased the Paterson Call and will "start to operate" it March 14, a day before the Call had been scheduled to suspend publication. It was reported that the Record will maintain the Call's business and editorial offices in Paterson but will print the paper in Hackensack.

Paterson, N. J.—The Paterson Call has notified North Jersey Guild representatives that it will suspend publication on or about March 15.

David M. Winkworth, attorney for the New Jersey Publishers Assn., told the Guild negotiations were still under way for sale of the Call's circulation lists and "good will" to the non-Guild Hackensack Record in adjacent Bergen County. Possible deals with other publishers who might have kept the Call going have broken down, he reported.

Winkworth said Ralph Ingersoll, publisher of the Elizabeth Daily Journal and other Goodson-Todman papers, dropped an option to purchase the morning Call when the competing Paterson Evening News announced Jan. 22 that it would begin publishing a

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Individual Versus Automation
No Contest . . . Page 5

The Knoxville News-Sentinel and the Bureau of National Affairs.

The Salem News contract incorporates ANG's new model-contract language on jurisdiction and job security, stipulating that there shall be no dismissals as a result of the introduction of new or modified processes or equipment.

It affirms the Guild's jurisdiction over new work similar in function to that presently within the Guild's province, although it does not provide for advance noti-

Labor Briefs

The UAW is preparing to launch a major push for wage and fringe gains in forthcoming negotiations with major automobile manufacturers.

UAW President Walter Reuther, in a letter to President Johnson supporting the chief executive's call for holding the line against inflation, said "staggering profits" made by the auto industry in 1963 enable it to cut car prices by as much as \$200 and still give workers substantial increases in wages and fringe benefits.

The cost-of-living rose 1.7 percent in 1963 for the biggest increase in five years, according to the Bureau of Labor Statistics.

A .2 percent price rise in December, when prices usually remain stable or decline, helped push the cost-of-living index to a record 107.6. The major factor in the 1963 rise was a steep increase in the price of fruits and vegetables, but the cost of housing and medical care also rose.

A strikebreaker employed by the Mid-West Press of Lansing, Mich., has been convicted of assault with intent to commit rape.

in the latest in a series of crimes attributed to printing-industry strikebreakers.

Carl W. Wright and another defendant were found guilty of forcing a 23-year-old woman into a car in Charlotte, Mich., driving her into the country and beating her.

The New York Mirror isn't the only New York City employer facing NLRB action for going out of business without first discussing the step with its employees.

Local 260 of the United Retail Bakery and Chain Store Employees has charged Cushman Bakeries with committing an unfair labor practice by closing its 103 stores without discussing severance benefits.

A novel automation clause is contained in an initial contract won by an independent union following a strike against the Quebec newspaper, La Voix de l'Est.

In addition to providing for three months' notice of dismissals resulting from automation, it requires the company to give each affected employee a half day a week to hunt for another job.

Sale Cancels Closing Of Paterson Paper

(Continued from Page 1)

morning edition. The News has scheduled the start of morning publication for Feb. 17.

The suspension announcement was made Feb. 3. Later in the week, the Call Printing and Publishing Co. filed a \$400,000 mortgage certificate, with the mortgage listed as the Call Corp. of Hackensack, whose president is Donald Borg, publisher of the Hackensack Record.

The mortgage is due March 15, the date the Call is scheduled to suspend.

Indications that the Record may already have purchased the Call came late last week when Record supervisory employees began to take over direction of the Call circulation and display-advertising departments.

Call employees coming to work last Sunday found job-application forms, apparently for the Record, on their desks.

Call Publisher Henry A. Williams, III, who did not attend the Guild's meeting with Winkworth, later told Guild officers he "hoped" Call employees would be rehired if a new publisher takes over the paper.

News of the impending shutdown came as no surprise to Call employees, who have been expecting the announcement for some months. The paper has been in financial difficulties for some time.

Nineteen Call editorial employees—18 of them Guild members—will collect roughly \$25,000 in severance and accrued vacation pay.

Radio-Newspaper Tie Hit In Gary

Gary, Ind. — Acquisition of radio station WGRY by the Gary Printing Co. would tend to produce monopolistic control of advertising media in the Gary area, two rival stations have protested.

The Federal Communications Commission has delayed approval of the purchase following ob-

jections filed by stations WWCA in Gary and WLOI in nearby LaPorte.

The two stations said the purchase would concentrate control of advertising media in the hands of the publishing company, which owns the Gary Post Tribune and the Northwest Indiana Sentinel.

3 Final Automation Institutes Attract 100 From 22 Locals



NORTHWEST INSTITUTE: J. William Blatz, ANG director of collective bargaining, discusses contract

clauses to protect Guild members from the effects of automation at a Seattle Institute conducted Feb. 1 and 2 for U.S. and Canadian Guildsmen.

Nearly 100 delegates from 22 locals in the United States and Canada attended the last three meetings in the ANG's 1963-64 institute series on "Automation and the Guild."

The three institutes were held in Toledo, Seattle and San Francisco the last weekend in January and the first two weekends of this month.

Delegates to the San Francisco meeting visited the new Univac 1004 computer operation in the San Francisco Chronicle business office.

The Toledo institute, sponsored by the POI District Council, was attended by 25 delegates from 10 locals.

The Seattle institute, for Pacific Northwest locals, attracted 35 delegates from three United States locals and the Vancouver-New Westminster and Victoria locals in British Columbia.

More than 30 delegates from seven locals attended the San Francisco institute, sponsored by the California-Nevada District Council.

The institutes were conducted by ANG Collective Bargaining Director J. William Blatz and Research and Information Director Ellis T. Baker. Topics included

the current revolution in newspaper production methods, the operation and effects of newspaper computers, local Guild experience with automation, and automation and collective bargaining.

After the Seattle meeting, Blatz and Baker visited Vancouver and presented a condensed version of the institute at a dinner meeting of Vancouver shop stewards and executive committee members.

Six institutes were held in the 1963-64 automation series, attended by 200 delegates from 53 locals. The first three meetings were held in New York City, sponsored by the Empire State, New England and Middle Atlantic District councils; Norfolk, sponsored by the Southern Council, and St. Louis, sponsored by the Midwest Council.

POI Council Elects Kearney President
Toledo, Ohio—Fred T. Kearney of Youngstown was elected president of the POI District Council at its quarterly meeting here Jan. 25 and 26. He succeeds Jerry Knight, also of Youngstown, who resigned last October on leaving the industry.

The council voted to hold its next meeting May 16 and 17 in Sacramento.

Others elected were Robert Havel of Cleveland, first vice president; Robert Gilson of Erie, second vice president; J. Brian Murray of Massillon, secretary, and John Edgington of Columbus, treasurer.

The council voted to extend its officers' terms from one year to two.

The POI unit accepted a Midwest District Council bid for a joint meeting to discuss issues scheduled to arise at ANG's 1964 Convention July 13-17. The meeting has been tentatively set for some time in May at Chicago.

Biggs Picked To Head West Coast Council
San Francisco, Calif. — Clark Biggs of Sacramento was elected president of the California-Nevada District Council at its meeting here Feb. 8 and 9, succeeding Douglas W. Brodie of Stockton.

Others elected were Stan Klevan of Stockton, secretary-treasurer; Lola Downs of Los Angeles, first vice president, and Glenn F. Moon of San Diego, second vice president.

The council voted to hold its next meeting May 16 and 17 in Sacramento.

It Seems To Us

Lima Suspension Points Up Urgency Of Celler Probe

VAN WERT, OHIO

Editor: Your editorial comments on the death of the Lima Citizen appear to me to have left one point unsaid: What happened to the Celler Committee's investigation of press monopoly practices?

The death of The Citizen should have given the committee some fine points on the failings in the Clayton and Sherman Antitrust Acts. The dead paper had even gone so far as to file suit against its competitor, and a federal grand jury is presently investigating the case, too.

When the Celler Committee was in action, it heard from several publishers who told the committee that everything was just rosy. It recessed before calling on the Guild or any other unions. It did not call any press critics, such as A. J. Lieblich—who can no longer testify.

If anything is to be learned from the situation in Lima, the

committee should be reconvened and the Lima situation should be brought into the open.

STEVE ESRATI

Member At Large

R&I's Quote Book Greeted; Bulletin Material Awaited

CLEVELAND, OHIO

Editor: As a member of the R&I Committee at the last Convention, I am pleased to note in the GR that the Research and Information Department has come out with the organizing quote book.

Now I'm looking forward to the preparation of bulletin-board material for Guild units—including WSG branches and chapters—as recommended by the Convention.

I'd also like to congratulate the Guild for hiring the capable, competent and talented Phillip M. Kadis for the Mellett project. The Guild's gain is a tremendous loss to Cleveland UPI.

GAIL F. GIANASI

Wire Service Guild

N.Y. Council Seals Unity Of 10 Unions

New York City—The New York Guild and nine other unions last week joined to inaugurate the New York Newspaper Trades Council, converting their provisional unity committee into a permanent group.

The action came a week in advance of a Feb. 13 union-publisher meeting called by Mayor Robert F. Wagner to discuss the formation of a joint labor-management board to seek solutions to industry problems.

The council was scheduled to meet again just before the Wagner conference in an attempt to reach agreement on several key rules and elect a chairman.

The council was deadlocked in the vote for chairman at last week's meeting, with James J. McMahon, president of the Stereotypers, and Thomas M. Laura, president of the ITU Mailers, each receiving four votes. Two unions, including the Stereotypers, were not represented.

Thomas J. Murphy, executive vice president of the New York Guild, said two key rules are under discussion. One would require majority approval by the council before a union could submit a contract proposal for membership ratification; the second would require a union to obtain majority approval of a strike in order to command the council's support.

Murphy said each union would still be free to act autonomously but could not count on the council's support if it failed to conform to the rules.

Bertram A. Powers, New York ITU president and outgoing chairman of the unity committee, said the unions had accepted Wagner's invitation to meet with the publishers despite their feeling that the publishers' refusal to sign a contract with the Pressmen's Union impeded any joint action.

The Wagner meeting had originally been scheduled for Feb. 4 but was postponed at the Guild's request to allow the council to meet first.

7-Man Group Reassessing Strike Policy

A special strike-policy committee charged by the ANG's 1963 Convention with reviewing the Guild's benefit policy and assessment schedule was to hold its initial meeting today at ANG headquarters in Washington.

The first meeting is expected to be largely exploratory. A second meeting is projected for sometime in March.

The committee was appointed by the International Executive Board last October in accordance with a Convention mandate. The Convention directed that it examine all aspects of strike-lockout benefit policy, including the base for paying benefits, the prerequisites for benefit eligibility, and the Guild's schedule of strike-lockout assessments.

Members of the committee are ANG Secretary-Treasurer Charles A. Perlik, Jr.; M. Michael Potok of New York, Ray Matiasic of Cleveland, John Thompson of Boston, James White of Memphis, Jose Stell of San Jose and Eric R. I. Cawdron of Ottawa.

Eyeshade In The Ring

Knoxville Leader Runs For House

Knoxville, Tenn. — Willard V. Yarbrough, president of the Knoxville Guild, is seeking election to the vacant Second District congressional seat here in a special election March 10.

Yarbrough, assistant city editor of the Knoxville News-Sentinel, will take a leave of absence to campaign for the office left vacant with the sudden death of Republican Rep. Howard H. Baker Jan. 7.

The newspaperman's opponent in the race will be the late Congressman's widow, Irene B. Baker.

Yarbrough was nominated unanimously at a Democratic district convention last month after former Knoxville Mayor George

N.Y. Guildsman In House Bid

New York City—William F. Haddad, former associate director of the Peace Corps and a co-winner of ANG's Heywood Brown Award in 1959, is running for the Democratic congressional nomination in Manhattan's 19th Congressional district.

Haddad, a Guildsman at the New York Herald Tribune, will oppose Rep. Leonard Farbstein, a four-term incumbent, in the democratic primary elections in June. He is seeking the support of Reform Democratic forces with a platform based on a campaign against poverty.

Dempster turned down the nomination. No Democrat has occupied the Second District seat for the past 100 years.

Yarbrough says he is not frightened by that fact. He is running, he says, "to give the 500,000 people in this district a choice, which is the democratic way."

Yarbrough, 48, holds card No. 1 in the Knoxville Local and has been its president several times. He was twice president of the ANG's Southern District Council and has been a delegate to several Guild conventions.

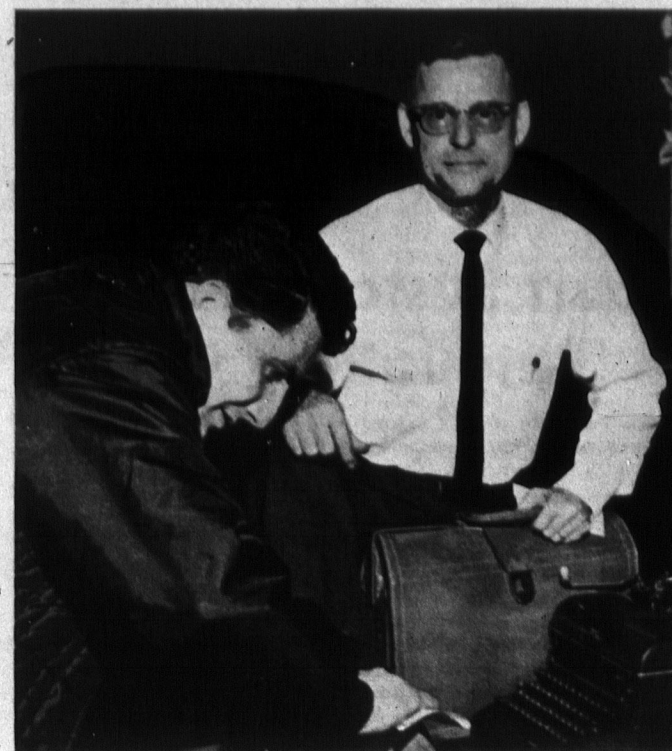
A veteran of nearly 30 years of newspapering, including a stint with Associated Press, Yarbrough is no novice at politics. He is a member of the Knoxville County Court and has long been an active Democrat here.

Yarbrough has been identified with the liberal wing of the party; he was a close friend of the late Sen. Estes Kefauver. His campaign is expected to center around such issues as TVA and the national Democratic program.

Albany Guildsman Wins Acquittal In Perjury Case

Albany, N. Y. — An Albany County Court jury has acquitted Edward Swietnicki, Knickerbocker News reporter and a member of the Albany Guild executive committee, of a charge of lying to a grand jury.

The charge of second-degree perjury was based upon what the ANG's International Executive Board last May called "trivial and immaterial discrepancies" in Swietnicki's testimony as to whether or not he had dis-



POLISHED CANDIDATE: Willard V. Yarbrough, president of the Knoxville Guild, gets his shoes shined by office boy Jack Kirkland before directing them along the campaign trail. Yarbrough is bucking for a congressional seat; Kirkland, presumably, for a page boy's post.

March 1 Deadline Set In '64 Bade Contest

March 1 is the deadline for nominations for ANG's tenth annual Wilbur E. Bade Memorial Award for outstanding local Guild service.

The winner will be chosen by a committee to be selected at the International Executive Board's next meeting March 2-5. The winner will be selected during the meeting.

As in the past three years, the prize will be a scholarship to a course in trade-union education. The course to be chosen will depend on the winner's needs.

The best available program appears to be a three-week residential course to be given by the United Automobile Workers at its new Leadership Study Center in Detroit. ANG Research and Information Director Ellis T. Baker reported in a letter notifying local presidents of the 1964 contest.

Courses will be given in April, May and June, and the UAW has told the Guild that the Bade winner will be welcome.

But one of several other pro-

grams may be more suitable, Baker said, noting that the IEB has authorized a course "appropriate for the winner."

Last year's winner, Luis Montanez, Jr., president of the Puerto Rico Guild, attended a labor course at the University of Puerto Rico, deemed more useful than an AFL-CIO Industrial Union Department seminar originally planned.

Programs available this year, Baker said, include a four-week residential course for Southern unionists under sponsorship of the National Institute of Labor Education, tentatively scheduled for September in Texas, a three-month course to be held by the United Steelworkers at the University of Indiana in the fall, and one of the two eight-week courses to be held in May, June and July at the new Labour College of Canada at the University of Montreal.

The scholarship will provide up to \$1,000 to cover the cost of tuition, room and board, travel and lost time. Any additional cost must be supplied by the winner or his local.

The candidates will be judged on the basis of their achievements in collective bargaining, organizing and other local Guild activities, and on their ability to profit from a course of labor study.

Local officers and others holding responsible local positions, such as stewards, committeemen and unit officials, are eligible for the award, which may also be made in special circumstances to someone reasonably expected to assume such office. Paid local officials are not eligible.

Candidates must be sponsored by their locals and nominated by their local executive boards or representative assemblies. They must give satisfactory assurances that they will return to Guild work upon completion of the course.

15 Are Fined, One Expelled In N.Y. Trials

New York City—Fifteen New York Guild members at the Times and Post have been fined and one has been expelled for crossing printers' picket lines during last winter's 114-day newspaper strike.

Trial boards found 35 other Times and Post members guilty of constitutional violations for the same offense but imposed reprimands rather than fines. Charges against one Times member were dropped, and another was acquitted.

The sole expulsion was that of Richard Hatch, a Times member, who invited expulsion. Thirteen other Times employees were fined, five of them \$100, and eight, \$50.

Two Post employees, Barbara Marino, a credit-department supervisor, and Ann Miller, head bookkeeping-machine operator, were fined \$50. A third Post member was reprimanded.

At the Times, fines were imposed only on those who failed to appear for their hearings.

Fines of \$100 were imposed on Curtis Troeger, Harris Rothfield, Hubbard Nitchie, Louise Emerson and Joseph Del Negro. Fifty-dollar fines were imposed on William Sipko, Melvin Scherr, Crescent Ragona, Joseph Mattina, Mildred Hertel, Amy C. Godley, Dorothy Ehrlich and Anne Carey. Thirty-four members who offered varying defenses were let off with reprimands. In 25 of the cases, the trial board appealed to their consciences to make a "voluntary contribution to the defense fund which the Guild drained during the tieup on behalf of so many fellow Guild members."

One of the 25, Frederick Rogoish, responded by going into Federal Court and filing suit to compel New York Guild officers to repay the defense fund \$1.75 million in benefits disbursed during the strike.

Rogoish, an advertising supervisor, charged that the Guild's executive board had no right to disburse benefits under the ANG Constitution because the Guild was not on strike. He asked that the six board members be compelled to repay the money out of their own pockets.

The ANG Constitution authorizes both strike and lockout benefits; it allows expenditures from local defense funds "to support the Local's strike or other defense activity, or other activities of an emergency nature."

9 Guild Lensmen Beaten By Mob

Cleveland, Ohio—Nine Guild members were among photographers injured by white mobs that turned on newsmen, policemen and even priests during three days of violence surrounding the racial integration of three Cleveland elementary schools Jan. 28-30.

The rioters concentrated on photographers, shouting "Get their cameras!" as they punched, kicked and threw eggs.

The injured Guildsmen were Clayton Knipper, Anthony Tomask, Bernard Noble and Glen Zahn of the Cleveland Press; Dudley Brumbach and Karl Rauschko of the Cleveland Plain Dealer; Robert Kasardes of United Press International and Julian C. Wilson of Associated Press.

Lockout Valid As Shield, Illegal As Sword, Labor Board Rules

An employer may lock out his employees to defend a multi-employer bargaining group, but he has no right to replace them with other employees, the National Labor Relations Board has ruled.

Neither may the lockout be used as an offensive weapon to change existing bargaining patterns, the board has ruled.

The guideline rulings were handed down in three cases, two involving the Amalgamated Meat Cutters Union and food-store chains in Syracuse, N.Y., and St. Louis, Mo., and the third involving the Retail Clerks and stores in Tucson, Ariz.

In the St. Louis case, the Kroger and National chains locked out their meat-department employees after the Meat Cutters struck A&P, but the chains continued to operate their meat departments with supervisory personnel or other replacements.

The board held that Kroger and National were entitled to shut down their meat-department operations as a defensive weapon to protect the multiemployer bargaining group.

"But," the board said, "as soon as they reopened the meat department with replacements for employees who were willing to work, the nature of their conduct changed from defensive to retaliatory. Instead of protecting the multiemployer unit, the respondents were penalizing their regular employees for their connection with a union which had called a strike against one member of the multiemployer group."

At Syracuse, a three-member NLRB panel rejected arguments by A&P and P&C Food markets Inc., that the lockout of their employees during a 1961 strike by the Meat Cutters was lawful under the NLRB's "Buffalo Lining" doctrine.

The panel said the two cases were dissimilar, pointing out that the Buffalo Lining lockout was a defensive measure to prevent a union from breaking up a multi-employer bargaining unit, whereas the Syracuse lockout was an offensive tactic to force the union to change from single-employer to multiemployer bargaining.

In Seattle, NLRB Regional

Director Thomas P. Graham has issued a complaint charging four forest-products companies and a six-company bargaining association with illegally locking out their employees after two companies were struck.

The Seattle lockout complaints were filed against the Weyer-

haeuser Co., Crown-Zellerbach Corp., Rayonier Inc., and the International Paper Co. The four firms locked out their 13,000 employees last summer when two unions struck the U.S. Plywood Corp. and the St. Regis Paper Co. The companies claimed "a strike against one is a strike against all."

Court Sustains NLRB In 'Retaliation' Case

New York City—A U.S. Circuit Court of Appeals has upheld a National Labor Relations Board ruling that "massive-retaliation" lockouts by New York City publishers in response to a series of 1962 grievance strikes were not an unfair labor practice.

The court, rejecting an appeal by the New York City Mailers, affirmed that the lockouts were a legal defensive weapon because the publishers bargained jointly through the New York City Publishers Assn. with a majority of the unions affected.

The Mailers' charge arose from a series of lockouts and threatened lockouts resulting from unauthorized grievance strikes and strike threats at several papers in violation of citywide agreements in 1961.

An NLRB examiner held that the publishers' lockout agreement and the lockouts themselves were illegal. But the board rejected his position and the court sustained the board's ruling.

The court found the lockouts legal despite the fact that they affected members of unions not involved in the dispute.

"To make unlawful a defensive lockout because it may ultimately result in loss of work for neutral employees in crafts different from that of the striking union would seriously limit the instances where the defensive lockout could be legitimately used," the judges declared.

An erroneous New York Times report that the decision involved the lockout instituted by four newspapers during last winter's New York newspaper strike

Objective Lesson

Detroit, Mich.—Readers of Detroit's two daily newspapers can be forgiven if they don't realize that the National Labor Relations Board has ruled the Detroit News guilty of an unfair labor practice in locking out its employees during a 1962 Teamsters' strike (GR, Jan. 24).

Both papers carried the story—in a manner of speaking. The News headed its "Papers Here Ask Court to Clarify Ruling in Strike." The Free Press dug down into the board's decision to find another ruling, on another point, that enabled it to say: "Newspapers Upheld in 1962 Strike."

brought a statement from New York Post Publisher Dorothy Schiff denying that the papers had been shut down before the ITU strike.

Mrs. Schiff, in a letter to the Times, said the Post, Herald Tribune, Mirror and Long Island Star-Journal decided on the lockout only after the ITU struck. She denied the existence of any "prior agreement by all papers to shut down if a strike occurred at any paper."

No unfair-practice charge was brought against the publishers during last winter's strike and lockout, which involved negotiations for a new contract rather than a grievance dispute.

Last month the NLRB, in a case involving Detroit newspapers, ruled that retaliatory lockouts are illegal when they are used against unions that do not bargain jointly with the papers.

'Mac' Adams Dies; Pioneer In Memphis

Memphis, Tenn.—Malcolm (Mac) Adams, 53, a founder of the Memphis Guild in 1936 and city editor of the Memphis Commercial Appeal for the past 22 years, died Jan. 24 after a two-year fight with cancer.

Adams held several offices in the early years of the Memphis Local and played a major role in the Guild's growth. He was a delegate to several ANG conventions.

Adams interrupted his career in the general newspaper field to serve as managing editor of the West Tennessee Labor Review for two years in the 1930s.

Adams' brother, Null, also a quarter-century Guildman, is city editor of the rival Memphis Press-Scimitar. They were believed to be the only two brothers serving as rival city editors on competitive metropolitan newspapers in the United States, and their rivalry was the subject of several magazine articles.



ST. LOUIS HONOR: Barney Wippold, left, St. Louis Guild president, presents the Local's annual Page One Civic Award, a bronze plaque and a bronze stick of type, to Ward E. Barnes, superintendent of the Normandy School District, for his efforts in the establishment of the University of Missouri's Normandy branch. The Guild also installed officers and presented 25-year pins to 32 members at its annual membership meeting Jan. 15.

Organizing

Board Upholds Guild On Schenectady Unit

Schenectady, N. Y.—The Albany Guild, seeking representation rights for 27 circulation and mail-room employees at the Schenectady Times-Union, was upheld last week by a National Labor Relations Board regional director who rejected a company contention that the group did not constitute an appropriate bargaining unit.

Director Merle D. Vincent held that the 21 circulation workers and six mailers were members of a department integral both in administration and in coordination. The company had maintained that an appropriate bargaining unit must include all nonmechanical employees.

At the same time, Vincent ruled that two circulation supervisors, whom the Guild had sought to include in the unit, should be excluded.

An election to determine whether the Guild will obtain bargaining rights at the Times-Union is expected to take place within 30 days.

Denver Files Charge In Dismissal At Post

Denver, Colo.—The Denver Guild last week charged the Denver Post with committing an unfair labor practice by firing one of a group of circulation employees seeking Guild protection.

The employee was dismissed after the Guild submitted a petition to represent 13 outside circulation employees who have the title of dealer men. The Guild already represents district advisors and street circulators in the Post circulation department.

The Post is claiming that the dealer men are independent contractors, but the Guild has cited the basic similarity of their work with that of the street circulators. The company is also claiming that the group does not constitute an appropriate unit.

The NLRB has scheduled a formal hearing on the petition for Feb. 19.

Elizabeth Journal Seeks To Pare Bargaining Unit

Elizabeth, N. J.—Management of the Elizabeth Daily Journal has filed a National Labor Relations Board petition to redefine the North Jersey Guild's bargaining unit to eliminate "supervisory" and confidential employees.

The petition was filed last week after the Journal Unit rejected a company contract proposal embodying wage increases of from \$4 to \$9 over two years. The company had sought during bargaining to eliminate all assistant department heads and advertising salesmen from the contract; department heads and several others are already excluded.

The Guild is opposing the petition, which seeks to exclude plant watchmen as well as those the company claims are supervisors under the Taft-Hartley Act.

Traveler Unit Combats Erosion Of Jurisdiction

Boston, Mass.—The Boston Herald-Traveler, standing by its transfer of work previously performed by Boston Guild members to a high-speed multilith machine also used for pulling composing-room proofs.

Although the Guild's contract provides that "the kind of work presently performed by employees in the bargaining unit shall not be transferred to persons other than employees in the said unit," the company has refused to restore the work already taken or to guarantee that there will be no inroads into Guild jobs in other departments.

Wirtz Urges 'Collective Responsibility'

Individual Vs. Automation Seen No Contest

The exercise of "collective responsibility—public and private" is necessary to meet the effects of automation, according to Secretary of Labor W. Willard Wirtz.

Wirtz, addressing mid-year commencement exercises at the University of Michigan, characterized the contention that machines produce as many jobs as they destroy as "the most dangerous myth" now prevailing.

"This is a half truth," he declared, "and therefore a half lie. The truth is that machines permit the extension of men's work activities. The implied lie is that this will happen automatically or without the exercise of full human responsibility."

For one thing, Wirtz said, machines take the jobs mostly of those who are uneducated. For another, he added, they usually create jobs for different persons than those they displace.

"The bargain a machine strikes with a man," Wirtz said, "is that it takes one job and offers in return another—stripped of the worker's seniority, accrued vacation benefits, pension rights, and the value of the skill he had spent a lifetime developing."

"... The individual versus the



"Good Lord, Frazier—this machine will replace us!"

machine is as unfair a match to-day as the individual versus the corporation was in the last century. . . . Advancing technology requires the exercise of collective—public and private—responsibility for its effects and collective measures to carry out this responsibility."

Much the same note was sounded by Thomas J. Watson, Jr.,

president of International Business Machines, in recent testimony on Capitol Hill.

"Let's stop pretending that this business of adjustment can be left solely to the individual or the normal course of events," he admonished. "Hardship is inevitable in the process of change. We must learn to share it as we now share the benefits."

Watson called for "new measures, new programs and new approaches" to meet the problem.

"The time has come to find workable solutions," he declared. "If we do this, it will solidify us as a people and help ensure our leadership in the world. If we fail, we may alienate millions of citizens permanently and possibly destroy our system while trying to defend some of its ideological details."

More than a year ago, William B. Floyd, a computer engineer writing in the Columbia University business-school publication, The Executive, warned that "practical ways" must be found to "translate the ultimate, social benefit of automation into immediate, tangible benefit to everyone immediately concerned."

"Why," he asked, "should the people working in a company go out of their way to increase efficiency, stop featherbedding or make automatic equipment work when they have nothing immediate and tangible to gain and may thereby lose their own jobs or those of their fellows? What does a man owe to an organization to which he does not belong?"

"Applied to automation, be-

'Boon Or Bane?'

Establishment of a "high-level commission on automation" was urged by President Johnson in his "State-of-the-Union" message last month.

"If we have the brainpower to invent these machines," he declared, "we have the brainpower to make certain that they are a boon and not a bane to humanity."

Legislation to implement the presidential request was promptly introduced by Sen. Hubert H. Humphrey, Minnesota Democrat. It would establish a commission charged with studying aspects of technological change.

longing means being told in advance what is being planned and how those affected will be retrained for higher-paying positions, or will be rewarded with shorter hours, or will receive pay increases, as their share of the savings from automation.

"Belonging means that no one is laid off in periods of recession or when automatic equipment is being installed."



VOWS IN VICTORIA: Chris Crombie, executive secretary of the Vancouver-New Westminster Guild, administers oath of office to newly elected officers of the Victoria Guild, including L. M. Sallaway, third from left, elected to his 19th term as president.

Others, left to right, are Duncan Macphail, first vice president; Elsie Robertson, secretary; A. R. Edwards and Keith Wilson, directors; Nancy Touchette, treasurer; Lynda Murphy, director, and George Gibson, second vice president. The officers were inducted following the Local's annual meeting.

Adman's Prescription:

Public Notice By Dying Paper Might Cancel Funeral Plans

San Francisco, Calif.—A newspaper's readers deserve to be notified and given a chance to help save the paper before it goes out of business, a San Francisco advertising executive has suggested.

Howard Gossage of Freeman & Gossage issued the plea for presuspension notification in a quarter-page ad lamenting the death of the New York Times' Western Edition.

Gossage, whose ad was headed by an A. J. Liebling quotation, "What good is freedom of the press if there isn't one?", accused the newspaper industry of having "no more real notion of where its basic responsibility lies than a billy goat."

It would simply never occur to a big publisher to take the readership into his confidence about whether a paper should live or die," Gossage said.

"Perhaps publishers feel that they are conducting a private enterprise, and that such things are properly private. This I feel to be a highly dubious assumption."

"Freedom of the Press must imply the public interest, otherwise why bother to guarantee it?"

Gossage suggested that subscribers be given a chance to pay an increased price to keep a failing newspaper in business before the paper decides to fold.

"But before we can do anything to help," he said, "some paper has got to give us a chance to be something more than circulation figures? Do you suppose one will?"

Gossage's ad was printed in the Times and the San Francisco Chronicle, but Editor & Publisher said the Times refused to run it in the Western Edition whose suspension it bemoaned.

Among Ourselves

Arthur Deutsch, a former vice president of the ANG's Empire State District Council and executive-board member of the Rochester Guild, has been appointed city director of public information.

Deutsch, a reporter for the Rochester Democrat & Chronicle, stepped into the \$12,792-a-year job late last month. He won the Gannett Co.'s award for excellence in reporting last year.

Former International Representative Peter Reilly has rejoined the Toronto staff of the Canadian Broadcasting Corp., which he left in 1957 to join the ANG staff.

A former president of the Canadian Wire Service Guild, Reilly has been on the staff of the To-

ronto Telegram since leaving the Guild in 1962.

Peter E. Finley, a former New York Mirror columnist, has been named public-relations director of the International Catholic Medical Mission Board. Finley, a 25-year Guildman, holds a national Hearst Newspaper Writing Award.

John A. Goldsmith, veteran Washington Guildman, has been appointed to the Fairfax County (Va.) School Board. Goldsmith, a Capitol Hill newsmen for UPI, has been a vice president of the county Council of PTAs and was publicity chairman for a successful \$30-million school-bond campaign last year.

Horst Buchholz, first chairman of the Puerto Rico Guild's unit at the San Juan Star, has been named director of public relations for Young and Rubicam Puerto Rico Inc.

Local Elections

Albany

President: Chester W. Vanderkilt (Vanderbilt, 88); Thomas Sheehan, 80; first vice president, Benjamin Danforth (Danforth, 122); Donald Purcell, 121; second vice president, Frank Janante, (Janante, 91); John Archer, 80; secretary, Shirley Armstrong; treasurer, J. Paul Lyons.

Bakersfield

President: Jack Jones; vice president, Bob Jones; secretary, Arthur Lightbourn; treasurer, Lester McPherson.

Erie

President: Lorie Pinta; vice president, E. J. Rev; secretary-treasurer, Anita Henderson; recording secretary, Jan Hammerman.

Portland, Me.

President: John E. Murphy; vice president, Philip J. Fox; secretary, J. Francis Haggard; treasurer, Harold Bulger.

Portland, Ore.

President: Eugene F. Elare; vice president, Harold Paevel; treasurer, Joseph Gendin.

St. Louis

President: Barney Wippold; first vice president, Raymond A. Duffry; second vice president, Anthony J. Conley; secretary, Harry Towne Woods; treasurer, Frank Baur.

6 More Locals Gain Automation-Protection Clauses

(Continued from Page 1)
with the Guild to work out "a mutually satisfactory arrangement to protect the interests" of anyone affected by the introduction of automated equipment that eliminates jobs or reduces personnel.

The Bureau of National Affairs contract requires ratification for other work at the publisher's expense "wherever practicable" when an employee with two or more years of service is displaced by new processes.

And at Toronto, the contract affirms the publisher's intention that no employee with two years' service shall lose his job through technological change, when he is qualified for other work or retraining is "appropriate."

Employees offered other work at lower pay have the option of taking a demotion at an accelerated rate—one week for each five months of service instead of six, plus an additional three weeks.

Following are other provisions of the six new contracts:

San Diego

Minimum and general increases ranging from \$5 to \$9.75 are contained in the San Diego Guild's two-year contract with the Union and Tribune.

The reporter and display-salesman groups go up the top amount, \$4.75 the first year and \$5 the second, to \$158.25. Classified outside salesmen go up \$4.25 and \$4.50, to \$141.35; stenographers, \$3 each year, to \$97.40; telephone operators, \$2.50 each year, to \$87.95; and district managers, \$4.25 and \$4.50, to \$142.75.

NLRB Counsel Urges Back Pay For Jobless In Mirror's Death

(Continued from Page 1)

management decision to terminate operations, even for economic reasons, is "a valid subject of bargaining."

Companies, he said, have a statutory duty to notify their employees' unions of a decision to shut down and to bargain over it before its execution.

"The board has held," said Ambrosio, "that experience has shown that candid discussion of problems between labor and management often results in their resolution."

The newspaper industry, he declared, has no "special status" that would exempt it from board decisions handed down in similar cases. The duty to bargain over termination, he said, is "no more potentially detrimental" to a newspaper than to "an automobile manufacturer, a furniture manufacturer or a retail outlet."

The Mirror, in a stipulation agreed upon to obviate a subpoena of its records, disclosed that it had first approached the Daily News about a possible sale in 1962. Specific negotiations got under way on Aug. 14, the stipulation said, culminating in "substantially complete agreement" on Oct. 10, five days before the suspension announcement.

Final approval by the News' board of directors came on the day of the shutdown, the stipulation said; the suspension was announced two hours after the sale documents were executed.

Although the stipulation said negotiations for the sale began in August, William N. Thomson, the Mirror's general manager, said on the witness stand that he had heard about the imminent shut-

Salem Guild President Reinstated

Salem, Mass.—The Salem Evening News has rescinded its firing of Salem Guild President Fred Abodeedy under threat of a strike.

The company, which fired Abodeedy from his photographer's job three days after his re-election, agreed to reinstate him "without prejudice" following a six-week suspension, during which the Guild will make up his lost salary.

The company also agreed to negotiate regular work schedules for photographers to eliminate disputes such as that on which it based Abodeedy's dismissal. The News had charged Abodeedy with selling pictures taken on company time.

The agreement on Abodeedy, achieved with the help of state and federal mediators, was followed on the same day by accord on a new contract.

An extra \$1.16 to \$2.46 is added to the money package under an improved medical-hospitalization plan that will cost \$5.02 a month less for employees with one dependent and \$10.68 less for those with more.

A fourth week of vacation is added after 25 years, and a seventh holiday is provided on the employee's birthday. The contract, retroactive to last June 3, also establishes a \$5 weekly premium for dispatch messengers who operate company vehicles.

Toronto

Minimums are increased from \$6.50 to \$22 in four steps over 30 months in the Toronto Guild's new agreement with the Globe & Mail.

Increases of from \$2.50 to \$6 in minimums are retroactive to last June 24; some jobs get increases up to \$10 effective as of Feb. 6; increases of from \$2 to \$3 take effect next July 1 and again next Jan. 1.

Post In The Black

New York City—The New York Post, long rumored a prospective casualty of New York's newspaper competition, is financially healthy and has no thought of going out of business, according to Publisher Dorothy Schiff.

Mrs. Schiff reported in a recent radio broadcast that the Post was "in the black" in 1963 and that it is "absolutely not for sale."

Later she told Editor & Publisher that the Post's advertising volume and circulation are both on the rise and repeated that she has no intention of selling the paper "although there seem to be plenty of people wanting to buy it."

down only 24 hours before its announcement.

Earlier, William South, New York Guild representative assigned to the Mirror, testified that Thomson had characterized earlier rumors of suspension as "a lot of hogwash" and had told him that the Guild representative "would be the first to know" if the Mirror decided to close.

South testified that the Guild had agreed to a combination of retirements, resignations and dismissals to reduce the Mirror staff by 20 as an economy measure to enable the paper to continue publication in the fall of 1961.

John R. Harold, attorney for the Pressmen's Union, cited South's testimony as substantiation for the contention that prior notification and bargaining can result in the discovery of "a way to avoid the closing."

months after the contract signing has been dropped from the union-security clause.

Long Beach

Wages are increased from \$4.75 to \$9.75 at the Long Beach Independent and Press-Telegram in a two-year wage settlement patterned on the new Los Angeles Herald-Examiner contract.

The reporter group is up the top amount, \$5 the first year and \$4.75 the second, to \$164.50; district managers, \$4.50 and \$4.25, to \$148; clerks, \$3.50 and \$2.50, to \$97; telephone operators, \$3.50 and \$2.50, to \$97.50; and janitors, \$2.75 and \$2, to \$87.

The contract, retroactive to Nov. 23, reduces the vacation requirement to 19 years' service for four weeks and two years' for three weeks. Employees will receive a seventh holiday on their birthdays. Mileage for the first 100 miles of weekly travel is increased a penny to 11 cents.

The agreement incorporates the ANG's model-contract language on jurisdiction, except for its new automation section, and grants three days' compassionate leave in the event of bereavement.

Knoxville

A wage and welfare package totalling \$7.62 at the top is provided in the Knoxville Guild's two-year contract with the News-Sentinel.

The agreement provides for a general increase of from \$1 to \$4 and increases of from \$3 to \$4 in most minimums in the second year, starting Feb. 1, 1965.

In lieu of a first-year increase, the publisher will pick up the cost of hospitalization and medical insurance—equivalent to \$3.62 a week for married employees, and \$1.29 for those who are single.

A \$4 increase in the second year will raise the top minimum

for journalists to \$131 and the starting minimum to \$76. Other top minimums will go up \$3, bringing telephoto operators to \$81, clerical assistants to \$78 and office boys to \$62.

The publisher will increase weekly payments to the pension fund by 50 cents in the second year, bringing payments to \$6.25.

BNA

Increases of, from \$7.50 to \$11.85 are contained in the Washington Guild's new two-year contract with the Bureau of National Affairs, a publisher of specialized informational periodicals.

The increases are effective in three steps, with the top editorial classification going up \$3.25 retroactive to Nov. 11, \$3 May 11, and \$5.60 next Nov. 9 to reach \$208.90. The writing and reporting group goes up by \$2.50 the first two steps and \$3.65 the last, to \$142.35, and the top clerical group by \$2.50 the first two steps and \$3.20 the last, to \$118.55.

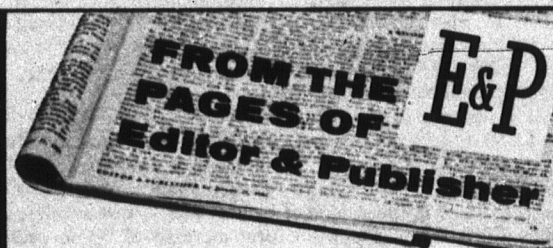
The severance-pay ceiling is increased two weeks in each year of the contract to a total of 26.

Salem

Across-the-board increases of \$3.50 are contained in the new Salem News contract, retroactive to Oct. 1.

Top minimums in the second year will hit \$139.25 for reporters, \$157.25 for photographers (\$18 of this as compensation for irregular hours), \$148.05 on the copy desk, and \$157.20 for the assistant editor.

A revised union-security clause requires all employees to join the Guild, rather than all new employees. An amendment to the pension clause grants a pension of \$1,000 a year to 15-year employees who elect to retire at 62, and a new clause provides for three days' compassionate leave.



From the issue of February 8, 1964:

THE OLYMPIC TRIALS OF THE WORKING PRESS

Reporting the winter games at Innsbruck, Austria, would seem to have required truly Olympian efforts. Jim Becker (Associated Press) writes sardonically about the games as working reporters did (and didn't) see them, about preparations that were (and weren't) completed, and accreditation that was (or was it?) given. It's "inside" writing, as found in each week's issue of E&P.

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Local Copy

A PAGE FOR OFFICERS AND STEWARDS

'Exceptions' Dissolve Contract Protection

A Guild member who works overtime without compensation is undermining the wages and working conditions of every member of his unit.

This elemental fact, often lost sight of by those who are guilty of the contract violation, is driven home forcefully in a Wire Service Guild memorandum posted in the San Francisco AP office.

"Every violation undermines the contract," the memorandum admonishes. "Making an exception in one case makes it difficult to avoid making an exception in another."

"Repeated exceptions make the contract clause meaningless. We have lost some hard-won clauses and interpretations nationally through repeated acceptance of a violation in a single bureau. . . ."

"What you do affects everyone else. If you sometimes work for nothing, whatever your reason, you could be setting a pattern that

might be applied to every newsman and photographer.

"If you don't care about the eight-hour day or 40-hour week, remember most of your fellow workers do. And many feel the hourly rate is already too low."

"The contract is a two-way street. If you can do something because you want to do it, it is precedent for management asking you to do the same thing when it wants. . . ."

The ANG stewards' manual cites the danger involved in permitting a contract violation to go unchecked. It points out that, while arbitrators, as a general rule, will accept past practice as binding only in areas where the contract is silent or unclear, a union can never be sure that an arbitrator will not turn to past practice in other circumstances or find apparently clear language sufficiently ambiguous to open the way for an adverse decision.

Times-Mirror Reaps \$9.3 Million; McCall Earnings Up 50 Percent

The Los Angeles Times-Mirror Co. will report a record 1963 profit of \$9.3 million, more than \$3 million higher than the \$6.2 million it earned in 1962, according to Raymond D. McGranahan, executive vice president.

The Times-Mirror Co., one of the few U.S. newspaper-publishing firms that airs its financial figures, will show a "modest" increase in earnings per share; McGranahan said, despite an increase of 432,000 shares paid for the acquisition of the World Publishing Co. and another new subsidiary.

Record earnings have also been reported by the Cincinnati Enquirer, which reaped \$1,430,324 during fiscal 1963. The Enquirer's profit—more than 7 percent of its \$18,733,795 total income—was \$210,720 higher than in 1962 and more than \$400,000 higher than the \$975,113 realized on approximately the same income in 1961.

Roger H. Fenger, Enquirer president, attributed the gain in net earnings to management's success—as Editor & Publisher put it—"in surmounting the rising costs of doing business." The

372 Papers Raise Prices

Prices were increased by 372 of the nation's newspapers during 1963, the American Newspaper Publishers Assn. has reported. A total of 665 now sell for ten cents, an increase of 133 over 1962.

Sunday prices were also increased by many papers, the ANPA reported, noting a trend toward the 20-cent and 25-cent levels.

Among papers that increased their prices, 39 gained circulation, and 50 reported no change; 164 lost circulation, but 46 regained all of the lost ground. Gains in revenue ranged up to 300 percent, with 70 papers gaining from 11 to 25 percent and 21 recording increases of from 26 to 60 percent.

principal step was an increase in the paper's price from 7 to 10 cents, achieved with a circulation loss of only 4 percent.

A quarterly dividend of 30 cents a share was voted at the company's annual meeting Jan. 21. On the same day, Bernard K. Gore, president of Dow Jones & Co., told that firm's directors that net profits for 1963 would hit a record peak — "slightly above \$4.40 a share." Profits for 1962 were \$4.17 a share.

Dow Jones, which publishes the Wall Street Journal, the National Observer and Barron's, paid a total of \$2.70 a share in dividends during the past year.

The McCall Corp., publisher of the Saturday Review, Redbook and McCall's Magazine, reaped \$3 million in net income during 1963, the company reported last month.

Its earnings were more than \$1 million higher than in 1962, when profits totalled \$1,940,272. Total revenue rose from \$106,791,265 to approximately \$125 million, the company announced.

McCall's earnings were equivalent to \$1.49 a share, compared to 1962's figure of 97 cents, adjusted to compensate for a three-for-two stock split last December. Meanwhile, the Curtis Publishing Co. has turned the corner from a long succession of losing months to record a \$1.5 million profit in October.

Elsewhere in the magazine field, Time Inc. is expected to experience its most profitable year since 1956 in 1964, according to the Gallagher Report, weekly advertising newsletter. For 1963, Gallagher reported, Time itself recorded a 21.4 percent gain in advertising revenue.

Of Time's other publications, Life gained 2.3 percent in ad revenue to lead all magazines with \$143,875,277, and Sports Illustrated was up 6.6 percent to \$17,885,309.

Gallagher listed these 1963 ad-revenue figures for other magazines: Saturday Review, up 35.5 percent to \$2,741,009; Newsweek, up 10.4 percent to \$30,364,458; the Reporter, up 7.5 percent to \$689,147; Look, down 1.3 percent to \$7,918,167; and Scientific American, down 8.2 percent to \$4,250,200.

Arbitrations

Overtime Claim Won On 'Implied Order'

Toronto, Ont.—An arbitration board has awarded 64 hours of overtime pay to a Toronto Star reporter-photographer assigned to cover the 1963 Kapuskasing loggers' strike, finding he had "implied authority" to work overtime despite the absence of specific authorization.

The three-man board upheld all but 5½ hours of the Toronto Guild's overtime claim for the Star reporter, who put in a 107-hour week last February covering the violence-ridden strike.

The company, citing a requirement that overtime be authorized, claimed that no one told the staffer to work extra hours, although it offered to pay him for 36 of them.

But the arbitration board noted that the assignment required "almost constant vigil" if it was to be adequately covered and that the reporter was in constant touch with the city desk at all hours of the day and night, sending stories and pictures.

"In view of the nature of the incidents which the grievor was dispatched to cover and of the

constant exchange of story material and instructions between the grievor and city desk," the board declared, "it is inconceivable that management was not cognizant of the fact that the grievor was working overtime."

This cognizance, the board held, constituted "implied authority" to work the overtime required by the demanding assignment.

\$20 Increase in Pension Awarded At Knoxville

Knoxville, Tenn. — A retired Knoxville Guild member's pension has been increased by about \$20 per month, retroactive to July 1, 1962, as the result of an arbitrator's decision.

Mrs. Blanche Grace Davis, who retired as women's editor of the News-Sentinel after nearly 29 years of service with the company, had been credited with five years less service time for pension purposes. The company, contending the pension should be based on an employee's total continuous time in the editorial department, held that five years that Mrs. Davis had served in the paper's unorganized business department could not be counted.

The Guild's argument that the pension agreement provided for pensions based on total time served, regardless of breaks in service, was upheld by arbitrator Frank B. Ward, who based his decision on the fact that a provision limiting credited service to time in the Guild's bargaining unit took effect only in 1960.



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ACTIVITIES
Empire State Building/Citibank, whiskey meeting, Buffalo, N. Y., Feb. 23 and 24.
ANG International Executive Board, whiskey meeting, Washington, D. C., March 2-4.
National Atlantic District Council, whiskey meeting, Sheraton Hotel, Philadelphia, Pa., March 7 and 8.

Editorial

Unfinished Business

A Guild Reporter reader calls attention (Page 2) to the fact that it is almost a year since Rep. Emanuel Celler's House Antitrust Subcommittee initiated its public hearings on declining competition in the newspaper industry.

During their short-lived span, these hearings developed a small gold mine of behind-the-scenes information about what makes publishers run.

The former publisher of the St. Petersburg (Fla.) Independent testified that exclusive syndication practices and combined advertising rates instituted by jointly-owned competitors played a major role in forcing his paper to the wall.

Norman Chandler, publisher of the Los Angeles Times and its erstwhile sister, the Mirror, disclosed that he and the Hearst organization agreed to joint execution of the Mirror and Hearst's Los Angeles Examiner.

A government accountant testified that proper bookkeeping procedures by the Examiner would have reflected a \$6.1 million profit instead of a \$2-million loss during the five years before it was merged with Hearst's second Los Angeles daily.

These appetizers had scarcely been set before the committee when the hearings were interrupted, first because of the chairman's illness, then because of the congressional civil-rights hearings. They have yet to be resumed.

But if the investigation into newspaper monopoly has been interrupted, the steady constriction of newspaper ownership has not. In the ten months since the hearings were recessed, owners of the New York Mirror, the Lima Citizen and the Paterson Call, among others, have thrown in the towel.

The Mirror went under amid statements that the rival Daily News' refusal to raise its price to seven cents or higher had put it in an untenable competitive position.

The Citizen was extinguished in the midst of an antitrust suit that alleged R. C. Holter's competing Lima News was guilty of 27 separate illegal practices aimed at driving the Citizen out of business.

And now the publisher of the Call has given up efforts to maintain the paper as an independent daily under circumstances that are not without interest. At precisely the moment when the Call stood poised on the brink, it received a gentle push from the rival Paterson Evening News which announced after all these years that it was preparing to invade the Call's morning preserve.

This announcement was sufficient to shrink the enthusiasm of at least one buyer who had been prepared to keep the Call going as a completely separate entity. It left only the owner of the Hackensack Record, whose circulation territory adjoins the Call's, interested in annexing the Call to his domain.

The Call will become part of the Record's operations March 14, almost a year to the day after the Celler committee launched its public hearings. There could be no more appropriate date on which to resume them.

'A Microscopic Figure'

"It is a fact that for the last four years strikes have been costing the nation only about one hour of productive time out of every 600—a microscopic figure when set against the five and a half hours we could add to every 100 if we had work for all the people who want it.

—A. H. Raskin in the Saturday Review

The Guild Reporter

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

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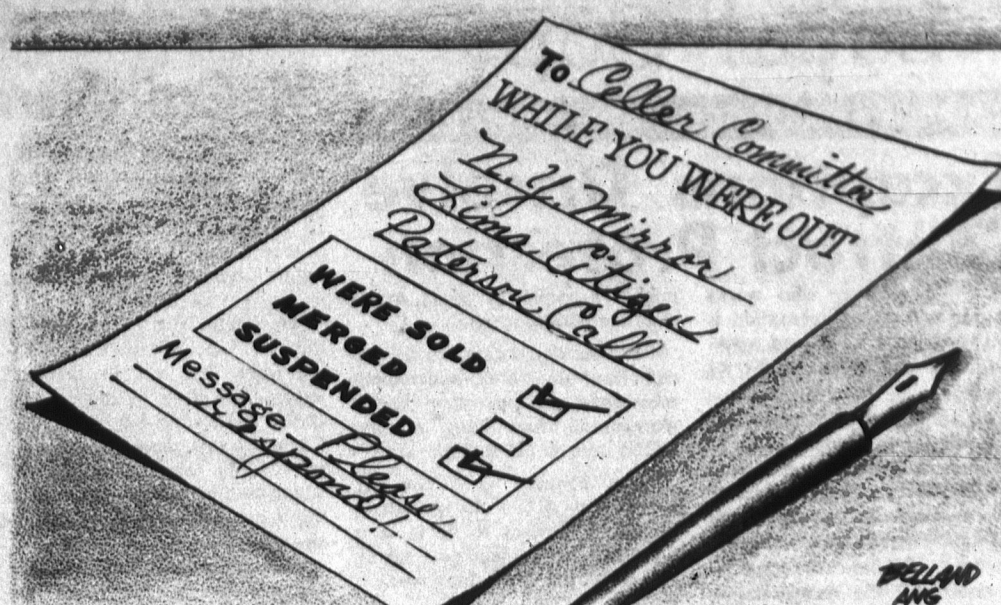
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EXECUTIVE SECRETARY, CONTRACTS COMMITTEE: Douglas Ripley.
INTERNATIONAL AFFAIRS REPRESENTATIVES: John E. Sloan, Ronald A. Watts.

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DATELINE: WASHINGTON

Strong House Civil-Rights Vote
Is Bipartisan Triumph

By WILLARD SHELTON, Washington Guild



Now, at last, Congress has moved—the Senate to passage of the tax-reduction bill, the House to passage of the civil rights bill—two measures that reach to the central-core issues of our times.

Judged by any standard, civil rights is the bill that bears the moral imperative. A tax-reduction bill is desirable and sensible. We have been stuck too long with a tax structure based on World War II economy now nearly 19 years gone (12 years, even, since the build-up for Korea).

The tax bill, now certain of passage since the Senate and House versions involve few quarrels of principle, may have been oversold as a cure for unemployment.

The functional illiterate is not going to get a job just because someone else's taxes are reduced. The man who has been automated out of the only job he knows will not be suddenly prepared for a substitute job because the corporation that used to employ him will get its taxes cut below the existing 52 percent rate.

But it is a valid doctrine that a cut in taxes will stimulate business activity. At the least it will help check the recession now overdue, according to cyclical theories. With luck it might result in a sufficient push to the economic pace to reduce the joblessness rate to the 5 percent hopefully anticipated by the President's Council of Economic Advisers.

Let us merely understand that tax reduction will not work miracles—not in employing those who have been harrowed out of the work force, not in restoring total equity whereby each income of a certain size is obligated for an equal tax burden.

There are few structural reforms observable in the House and Senate bills, although the Senate declined to go along with a House-passed slash in the capital gains tax. There is a provision allowing a minimum dollar exemption for low-income families, beyond the 10 percent of their actual incomes previously tolerated. But we shall have to wait for another year for substantial reform.

The House-passed civil rights bill is something else again—the

broadest, strongest measure that either house of Congress has ever seriously considered, and one deserving respectful attention as a tightly drawn bipartisan bill, cleared by an overwhelming bipartisan majority, which gives fair notice that the country wants a vote in the Senate, too.

A remarkable thing happened in the House on civil rights—a Northern coalition of Republicans and Democrats took over and won every major test, maintaining an almost unparalleled mutual trust and assistance to pass the Judiciary Committee bill intact against Southern Democratic flank attacks.

The rollover on passage reflected the consistent pattern of votes to beat down crippling and irrelevant amendments. Republicans voted 138 for and 34 against, the Democrats split 152 in favor and 96 against (the latter almost entirely Southerners, of course). To their credit, seven Democrats from states of the old Confederacy voted for the measure.

The threat to the bill, as the nine days of debate opened, involved almost entirely the position of the Republicans, and particularly of the GOP floor leader, Rep. Charles A. Halleck of Indiana, who to the depths of his partisan soul distrusts the idea of a Northern liberal coalition and notoriously has never liked either the public-accommodations or the fair-employment-practice sections of the bill.

But the bill had been soundly conceived, with Atty. Gen. Robert F. Kennedy having made it clear way last year that the administration "wanted a bill, not an issue," and with the ranking Republican on the Judiciary Committee, Rep. William M. McCulloch of Ohio, thoroughly committed to the bipartisan approach.

McCulloch stood firmly on the floor with the Democratic chairman, Rep. Emanuel Celler of New York, and they had useful assistance from such younger members as Rep. John V. Lindsay, New York Republican, and Rep. James C. Corman, California Democrat.

As for Halleck, mostly he got out of the way—as the late President Kennedy had asked him to do. He did it a trifle glumly, perhaps, and not always did he vote right on proposed amendments, but he didn't obstruct things; one rising Republican "activist" said, "I'll settle for that any time."

All this is important because the nature of American politics dictates that any controversial major action marking out new ground must have substantial bipartisan support.

We do not stuff legislation down the throats of significant and numerous opponents in the Congress of the United States. There is an effort, and a legitimate one, to find common ground. John C. Calhoun of South Carolina, a statesman before he became a sectionalist, formulated this principle in what he called the doctrine of the concurrent majority.

The country is ready to move in civil rights. Who is going to argue now that a man should be deprived of a job because of the color of his skin? Who is going to say he should be denied a meal, a decent hotel, the ordinary facilities of merchants dealing with the public?

Obviously, the country is ready for a federal civil rights law. The heavy bipartisan vote in the House should have a powerful effect in the Senate.



Guild Reporter
1126 16th St., N.W.
Washington, D. C. 20036

My copy of the Guild Reporter for

Feb. 14 arrived 1964

Name _____

Street & No. _____

City _____

State or Province _____

IEB Weighs Proposal To Link ANG Per Capitas To Salaries



Vol. XXXI, No. 5

Washington, D. C.

February 28, 1964

Detroit Wins \$181.10 Top For Admen

Detroit, Mich.—The top minimum for display-advertising salesmen at the Detroit Free Press has been increased to \$181.10, highest key minimum in any Guild newspaper contract, under a new two-year agreement negotiated by the Detroit Guild.

Ad salesmen and other employees earning over \$150 have been increased \$5 retroactive to last Nov. 16; they will go up another \$4.50 in the second year, raising the salesman's minimum to \$185.60.

Free Press ad solicitors are the first under Guild contract to gain a minimum over \$180. The highest previous minimum for display salesmen has been \$178.50 at the New York Daily News.

The contract provides for increases ranging from \$4.75 to \$9.50 over the two-year period, as well as an additional publisher contribution of from 81 cents to \$1.94 a week for medical and hospitalization insurance.

The wage increases will raise the top minimum for editors and assistant editors to \$199.11 in the second year, while reporters and photographers will go to \$169.49.

Other increases, ranging up from \$2.50 the first year and \$2.25 the second, will raise stenographers to \$98.97 at the second step and telephone operators to \$92.31. Under the improved insurance plan, the publisher will pay \$5 for single employees, \$12.50 for married employees with no children, and \$13.50 for those with children.

A fourth week of vacation is provided after 20 years of service.

ANG Spurs Fair-Hiring Campaign

A memorandum implementing the Guild's program for fair-employment-practices in the newspaper industry is being sent to all Guild locals.

The memorandum, prepared by the Research and Information Department on instructions of the International Executive Board, lays emphasis upon the hiring of Negroes and other minority-group members.

It is based upon information obtained through initial returns from ANG's annual human-rights questionnaire and consultations with representatives of civil-rights organizations and other persons knowledgeable in the field.

First responses to the questionnaire, which most locals have not yet returned to ANG, indicate that, in spite of a trend toward more newspaper employment of

(Continued on Page 6)

Strike-Policy Formula:

To Raise Benefits, Continue Assessment Through June



POLICY MATTER: Secretary-Treasurer Charles A. Perlik, Jr., sets assessment and benefit data before Guild's special strike-policy committee, which met Feb. 14.

Ready to launch the group's deliberations are, standing left to right, Eric R. I. Cawdron, James H. White, Ray Matjasic and M. Michael Potoker; John H. Thompson, seated left, and Jose Stell.

To permit a substantial increase in ANG strike-lockout benefits and strengthen the Guild's ability to finance long strikes, the Special Strike Policy Committee has recommended that the International Executive Board continue the current assessments through June.

The committee, authorized by last year's convention to review strike-benefit and assessment policy, said present benefits are inadequate "to serve as a truly effective weapon in ANG's defensive arsenal" but that increasing them would be "unwise" unless the Defense Fund's "ready resources" are at least doubled.

The best available means of doubling the Defense Fund rapidly enough to support such an increase in benefits is to continue the present assessments, the committee declared.

Noting that a continuation to July 1 would carry assessments three months beyond the March 31 date on which it earlier had been calculated they would terminate, the committee said the extension would cost Guild members only \$1.50 to \$9, depending on salary, over the three months—or "between 1½ and 10 cents a day."

The committee, which met in Washington Feb. 14, made its recommendation unanimously in a preliminary report to the IEB, which will meet next week.

Meanwhile, opposition to continuation of assessments was expressed by the New England District Council and the Cleveland

and Providence local executive committees. The Boston Guild executive committee, however, rejected a move to oppose their continuation, while the Wire Service Guild's representative assembly called for "full exploration" of the proposal but expressed reservations about the basis of the committee's recommendation.

In its report, the committee explained that its approach had been "to decide what's needed and desirable in the way of a new

benefit policy and then develop ways to finance it." It said it has reached these conclusions:

► "ANG's strike-lockout benefit schedule is no longer adequate . . . it needs substantial improvement."

► "Experience last year demonstrated ANG's financial incapacity to meet a major strike involving more than 1,000 members."

► "Present resources, including

(Continued on Page 6)

Tie Payments To Minimums, Board Urged

A proposal to base ANG per-capita payments, like local dues, on the wages of its members will go before the International Executive Board next week.

The board meeting in Washington March 2-5, will be asked to recommend to the 1964 Convention that the present fixed per-capita system be switched to one founded on a percentage of the average reporter top minimum in ANG newspaper contracts.

The proposal, advanced by the IEB Finance Committee, would not result in any immediate increase in per-capita payments or in any appreciable change in the allocation of per capitas between ANG's General Fund and its Defense Fund. But it would enable ANG to share, as its locals already do, in the fruits of the Guild's bargaining gains.

Local dues are scaled, for the most part, to members' salaries, rising automatically as the wage level increases. But per capitas—the portion of dues that finances ANG activities and builds the Defense Fund—are set at a fixed rate, increased from time to time by convention action as financial needs become pressing.

The Finance Committee is urging IEB approval of a formula that would provide ANG with an automatically rising level of per-capita payments as its members' wages—and their local dues pay-

(Continued on Page 6)

BULLETIN

Portland, Ore.—The Portland Daily Reporter will cease publication tomorrow unless additional financing can be obtained, Publisher Robert Webb announced Wednesday. Webb said the paper has been negotiating for \$100,000 to stay in business.

By the end of the day, spontaneous contributions estimated at almost \$1,000 had come pouring into the Reporter, born in 1961 during a strike against the Portland Journal and Oregonian.

Wire-Service Bargaining Parley Called; UPI Eliminates 35 Jobs

New York City—United Press International is eliminating at least 35 jobs in the Wire Service Guild's jurisdiction in a widespread cost-cutting drive, the Guild has been notified.

The cutback, which management said resulted from a "periodic review," is being made through dismissals, attrition and transfers, the company said. It includes about a dozen business representatives and other management positions as well as 35 Guild newsmen and photo employees.

The company told the Guild that it had to save money "to balance this year's budget." A spokesman said the company suffered losses in 1963 owing to the Cleveland and New York newspaper strikes and expensive cov-

AP-UPI Merger?

Associated Press and United Press International may merge before the end of 1964, Washington commentator Drew Pearson reported recently. Neither AP nor UPI has commented on the rumor.

erage of major news stories such as Pope John's death and the assassination of President Kennedy.

The Guild's representative assembly, meeting in New York Feb. 15 and 16, condemned UPI for reducing jobs while enlarging

(Continued on Page 7)

New York City—An unprecedented collective-bargaining conference to prepare for negotiations and possible strike action at Associated Press and United Press International will be held by the Wire Service Guild April 18 and 19.

The conference was called last weekend by the Guild's representative assembly to map strategy for bargaining with the two wire services during the next year. The AP contract expires on Dec. 31, the UPI agreement on March 15, 1965.

"It may be necessary to go on strike" to obtain the Guild's wage and fringe goals, the assembly warned in convoking the April meeting. "The conference," it said,

(Continued on Page 7)

Madison Guild Joins ANG Pension Plan

Madison, Wis.—The Madison Guild has become the ninth Guild local to participate in ANG's Commingled Pension Plan. The affiliation is a result of the Madison Capital Times' agreement on the Chase Manhattan Bank of New York as trustee for a pension plan negotiated a year ago and signed Feb. 4.

Terms of the plan left the choice of trustee to management. However, a Guild pension committee had urged acceptance of Chase Manhattan, trustee for the Commingled Plan, citing greater investment returns and lesser costs than local banks could provide.

The plan provides for normal retirement at the age of 65 and early retirement at 55 after 10 years of service. Other features are disability retirement after 15 years of service and vesting for employees with 15 years of service, the latter to become effective in 1967.

Normal retirement benefits are figured at one half of one percent of monthly pay times years of service, with a maximum of 30 years. Several optional types of retirement benefits are available.

Joseph H. Daoust, ANG pension consultant, aided a local committee composed of Irv Kreisman, Matthew Pommer, Tom Barlet and Aldric Revell in negotiating the plan.

Miles McMillin, vice president of the Capital Times Publishing Co. and a former Guildman, was

chosen chairman of the Board of Administrators, and Kreisman was elected secretary.

Supplemental Pension Negotiated With AP

New York City—A supplemental pension plan that will bring a portion of the Associated Press pension system into ANG's Commingled Plan has been negotiated between AP and the Wire Service Guild.

The new plan, designed to eliminate pension erosions caused by inflation since the basic contributory plan began five years ago, will provide additional pensions for most AP employees. The company will contribute an additional 58 cents a week to pensions, supplementing its previous \$1.44 a week.

Leonard Millman, chairman of the Guild's AP pension committee, said the committee contemplates periodic updating of the plan to keep up with rising prices.

Pensioners who participated in the basic contributory plan as of Jan. 1, 1959, will receive, after ten years' service, a pension equivalent to one percent of their annual wage as of that date times the number of years until then that they were members of the plan, plus 1 percent of their yearly earnings from that date until their retirement.

A disability pension of \$25 is provided after 15 years' service and 50 years of age up to age 65, when it drops to \$12.50. After Jan. 1, employees with 15 years' service can obtain actuarially reduced benefits on early retirement.

Rochester Strike Vote Brings \$7.50 Raise

Rochester, N.Y. — Wage increases up to \$7.50 in a two-year contract have been won with the aid of a strike vote at the Rochester Times-Union and Democrat & Chronicle.

The settlement, ranging from \$4 the first year and \$3.50 the second to \$2 and \$1.50, is 50 cents higher than the one rejected when the Rochester Guild voted to authorize a strike in November. The company also agreed to give up a probation period and seven contract exclusions, two provisions contained in the rejected proposal.

Guild members, who overrode a negotiating committee recom-

mendation to accept the previous proposal, ratified the new agreement last week.

The contract, retroactive to Nov. 17, increases the night differential by 50 cents a week to \$6 effective next November.

The top increase will go to the reporter group, raising the highest minimum to \$144.50 in the second year, and to the head librarian to \$125. The assistant-librarian group will be raised \$3 and \$2.75 to \$89.25.

\$5.95-\$14.70 Raises Won At Niagara

Niagara Falls, N.Y.—Top minimums at the Niagara Falls Gazette are up from \$4.45 to \$12.70 in the first step of a new two-year contract with the Buffalo Guild.

The increases are effective on signature of the contract, which replaces an agreement that expired in October 1961. Additional raises of from \$1.50 to \$2 are effective in the second year.

The highest increase will go to society reporters, bringing the top minimum to \$133.15 in the second year. The reporter top will go up \$7 the first year and \$2 the second, to \$137.

Top Minimums To Rise \$5-\$7 At Utica Papers

Utica, N.Y.—Increases of from \$3 to \$7 in top minimums at the Utica Press and Observer-Dispatch are provided in a new two-year agreement with the Utica Guild.

The reporter top will go up \$4 the first year and \$3 the second, to \$133. The top minimum for editorial clerical workers will go up \$3 each year, to \$76.50.



MADISON MILESTONE: Representatives of the Madison Guild and the Madison Capital Times sign the first pension plan in the history of the newspaper. Seated are Jack Lussier, left, business manager,

and Irv Kreisman, Guild president. Looking on, left to right, are George R. Stephenson, executive editor; Matthew Pommer and Aldric Revell, both members of the Guild's pension committee, and Miles McMillin, vice president of the paper.

Contract Settlements

Garden Grove Pact Puts Teeth In No-Discrimination Proviso

Garden Grove, Calif.—A no-discrimination clause that provides for referral of disputes to the California Fair Employment Practices Division has been incorporated into a new two-year contract between the Los Angeles Guild and the Garden Grove Daily News.

The new contract also contains job-security and jurisdiction clauses protecting the Guild and its members from the effects of automation.

The no-bias clause forbids discrimination based on race, creed, color or national origin. The state division to which disputed cases will be referred has the power to issue cease-and-desist orders, enforceable by the courts, if conciliation fails.

One provision on automation provides for six months' notice to the Guild of technological changes that may affect two or more employees, requiring the publisher to meet with the Guild in an effort to minimize adverse effects.

A second establishes the Guild's jurisdiction over present work and new work of the same type.

The contract, which is retroactive to last Oct. 1, will increase most minimums from \$4.75 to \$9.75 over the two-year period, with additional inequity increases of from \$2 to \$10 in the first year.

The reporter top minimum will go up \$5 the first year and \$4.75 the second, to \$145.75; the district-manager top, \$4 and \$3.75, to \$125.75; bookkeepers and payroll clerks, \$5.25 and \$2.50, to \$93.25, and clerks and PRX operators, \$4.75 and \$2, to \$88.25.

The society editor has been added to an editors' group that receives \$1 per shift more than reporters.

A third week of vacation is provided after three years' service instead of four; a fourth week is added after 25.

Minimums Hiked \$9-\$21 At 3 N.Y. News Bureaus

New York City — The New York Guild has negotiated increases ranging from \$9 to \$21.30 in new two-year contracts with the Associated Press, Reuters and Contelburo Ltd.

The new contracts also provide

automation protection, a 50-cent increase in night differentials, a third week of vacation after three years and increases in severance-pay ceilings—by 18 weeks to a total of 74, in the case of Contelburo.

Minimums go up \$5 the first year and \$4 the second, in most cases. But a reclassification of tabulator salesmen to sales representatives at Contelburo has resulted in a \$17.30 increase in the top minimum the first year and \$4 more the second, raising it to \$172.

The reporter top minimum at Contelburo is raised \$7.50 the first year and \$6.50 the second, to \$170.50, while the top for accounting assistant at Reuters is increased \$11 and \$6, to \$102.

Nine-dollar increases will raise the top for teletype operators at Reuters and Australian AP to \$151 in the second year, while distributors at Contelburo to \$182, clerks at Contelburo to \$99, telephone operators at Australian AP to \$86, and copy clerks at the

revised job-security clause provide for six months' notice to the Guild of new methods or equipment, with dismissals prohibited during that period. Dismissal notice of from one to three months is required after that, with the establishment of rehiring lists based on seniority.

The three contracts also provide for a month's notice of dismissal in the event of sale or termination.

The severance-pay ceilings at Australian AP and Contelburo are increased four weeks, to 60. Night differentials at all three agencies will be \$1.50 up to midnight as a result of the 50-cent differential increase.

Employees of Contelburo will get a tenth holiday, receiving both Lincoln's Birthday and Good Friday instead of a choice between the two. The Contelburo agreement also provides for a four-hour callback guarantee and overtime pay for hours outside regularly posted schedules.

All three contracts contain a new clause protecting tabulators from newspaper or single-spaced copy and requiring that all copy be clearly legible.

1-Year Muskegon Pact Grants \$5-\$15 Raises

Muskegon, Mich.—Increases of from \$5 to \$15 in minimums have been negotiated in a one-year contract between the Muskegon Chronicle and the Muskegon Guild.

Minimums for editors and reporters are increased from \$10 to \$15 in the lower steps and \$5 at the top, with the former rising to \$150 and the latter to \$140.

Women's editor goes up \$5 to \$10 on the lower steps and \$5 at the top, to \$120, and the women's writer minimum goes up \$5 to \$11 on the lower steps and \$6.50 at the top, to \$100.

The Feb. 14 issue of the GR reported that editorial employees of Labor, a unit of the Washington Guild, will receive \$3 increases in each year of a two-year contract. The increases actually come in each six months of a one-year agreement.

18 Paterson Guildsmen To Lose Jobs In Call's Sale To Record

Paterson, N.J.—Eighteen North Jersey Guild members at the Paterson Call will lose their jobs March 14 when the Bergen Evening Record Corp. takes over ownership and operation of the Call.

Purchase of all outstanding shares of the Call Printing & Publishing Co. by a new subsidiary of the Record company was announced two weeks ago. While

the purchase canceled plans to suspend the Call, it did not affect the termination notices received by Call employees.

The Record reportedly paid more than \$1,000,000 for the Call.

Guild members will receive severance and vacation pay totaling \$25,000. All have been asked to fill out applications for jobs with the new company, but no

hirings have yet been announced.

The Call is already being printed at the Record plant in nearby Hackensack following a confused week of lockouts and picketing by craft unions at the Paterson daily.

Publisher Henry A. Williams, III, discharged the paper's stereotypers, pressmen and truck drivers and moved printing operations to the Record plant Feb. 17 after five pressmen left the Call and went to work at the Paterson Evening News. The News launched a morning paper to compete with the Call starting Feb. 17.

Pressmen and stereotypers threw up picket lines to force the Call to bring back the work from Hackensack. Drivers, rehired after second thoughts by Call management, refused to cross picket lines to distribute the papers brought over from Hackensack.

The craft unions withdrew their picket lines after intensive negotiations in which the pressmen won severance pay averaging \$750 and the stereotypers about three weeks' pay.

By agreement with the craft unions, Call Guildsmen continued to work so as not to jeopardize their severance pay.

Harry B. Haines, publisher of the non-Guild Evening News, said his Morning News is not a new morning paper but merely a 6 a.m. edition of the evening paper. Evening advertising is carried in the morning edition at no increase from previous rates of 30 cents per line for general advertising and 28 cents for local advertising.

The Record and Call have announced combination rates of 65 cents for general and retail advertising, effective March 1.

The Record has announced it will maintain editorial and business offices for the Call in Paterson while moving mechanical operations to Hackensack.

Strikers Aim Book Boycott At Kingsport

Kingsport, Tenn.—More than 1,300 union members, on the picket line at Kingsport Press since last March, have urged union members and other consumers not to accept encyclopedias or annual supplements produced by strikebreakers at the plant here.

The Allied Kingsport Press Unions say acceptance of the annual World Book supplement published by Field Enterprises Educational Corp. or the annual supplement of the Book of Knowledge, published by Grolier Inc., may help prolong the strike and defeat the determined efforts of members of five unions — the Bookbinders, Printing Pressmen, Stereotypers, Machinists and Typographers.

Both supplements have been produced at the strikebound plant despite union requests that they be printed elsewhere.

Strikers have made every effort through negotiation, mediation or conciliation to settle the dispute on reasonable terms without success. Refusing to buy the two encyclopedias and returning any supplements mailed to homes may hasten a settlement, the unions say.

Lima Citizen, News Settle \$28-Million Countersuits

Lima, Ohio—The defunct Lima Citizen and R. C. Hoiles' Lima News have agreed to settle countersuits totaling more than \$28 million dollars in damages arising from their 6½-year competitive struggle.

The Citizen, which ceased publication Jan. 7 after selling its equipment to the News, had asked \$7,800,000 damages, charging the News with 28 antitrust violations aimed at forcing the Citizen out of business.

Last week the News filed a countersuit, asking \$20,500,000 damages and charging that the Citizen, four of its officials, the ITU and 35 unnamed individuals had conspired to make the News lose money and put it out of business.

The News arrived at the \$20,500,000 figure by charging that the Citizen had cost it \$5,600,000 damage, adding the \$1,262,000 it paid for the Citizen's equipment and asking triple damages.

Attorneys for the two papers announced the out-of-court settlement Feb. 24. No details were immediately disclosed.

The Justice Department is continuing its investigation of possible antitrust violations in the case.

Meanwhile, incorporation papers have been filed for a new

News Monopoly Under Probe

New York City—Twenty newspaper-industry cases are under investigation for possible antitrust violations, a Justice Department official has disclosed.

Assistant Attorney General William Orrick, who is in charge of the department's antitrust division, told the New York Bar Association last month that the division is alarmed "by the steady decline in competition resulting from mergers, sellouts and the practices of various chains."

It was the first time that the department has revealed the identity of the industries it is investigating.

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HELP FROM AFAR: Lynn Watson and Steven Morris pack some of the 168 books contributed by the Student Nonviolent Coordinating Committee in Greenwood, Miss.

The books will be used in a SNCC literacy test in order to vote. Morris and Miss Watson were chairmen of the Guild collection drive, inspired by a magazine article on the SNCC campaign.



STILL IN GUIANA: Wire Service Guildman Gene Meakins, center, accompanied by his wife, Shirley, and Richard Ishmael, president of the British Guiana Trades Union Council, enters Georgetown Magistrate's Court for a hearing on his appeal against the Jagan government's attempt to expel him from Guiana. Meakins' immigration permit has been extended indefinitely pending a court decision on his appeal as protracted hearings continue. Meakins is serving as public-relations advisor to the TUC, which is at loggerheads with the Jagan government.

N.Y. Dailies, 10 Unions To Set Up Joint Board

New York City—New York City newspaper unions and publishers have agreed to form a "joint board" to explore mutual problems in advance of collective bargaining.

The agreement was reached after almost ten hours of meetings at City Hall Feb. 13 under the auspices of Mayor Robert F. Wagner.

Wagner announced that representatives of ten unions and the publishers had agreed to set up a joint industry board "with a view to finding solutions to their problems away from the pressures of contract negotiations."

Thomas J. Murphy, executive vice president of the New York Guild, said the joint group will explore "new methods, new approaches, new ground rules for collective bargaining."

First steps toward organization of the board were to be taken at another meeting scheduled for yesterday. Murphy said the Feb. 13 accord was limited to an agreement in principle to establish the group.

The Guild officer said an outside consultant will probably be attached to the committee to assist in its deliberations. But the consultant will have no arbitration powers, he added.

Agreement on the board was reached after Wagner and Morris Tarshis, the city's chief labor mediator, eliminated the principal roadblock to accord by persuading the publishers to sign the terms of an agreement reached last March with the Pressmen's Union.

The publishers had refused to sign the agreement, although its terms were put in effect, until the union agreed to withdraw damage suits instituted during last winter's 114-day newspaper strike and to forgo retroactive pay for members on vacation during the stoppage.

Wagner announced the accord after a series of separate meetings with the unions and publishers in an atmosphere reminiscent of that surrounding City Hall negotiations during the 1962-63 strike.

Wagner expressed hope that the joint group will "get at the issues in an orderly way" in the 13 months between now and the expiration of current newspaper contracts next March.

The unions' new Newspaper Trades Council met briefly before the sessions with Wagner but was unable to break a deadlock on the election of a chairman. James J. McMahon, president of the Stereotypers, and Thomas M. Laura, president of the ITU Mailers, are slated with five votes each.

The council was to meet again before the Feb. 27 session in an effort to end the impasse.

The Pressmen's Union voted Feb. 16 not to affiliate with the newspaper council. John L. McFadden, secretary of the local, said it felt the Allied Printing Trades Council "is adequate to handle the unions' problems."

McMahon stated that the union will join the joint board, however, and Murphy said the Pressmen are expected to maintain liaison with the other unions in negotiations with the publishers.

Daily Assessed In Monopoly

Cleveland, Ohio — A federal judge has ruled that the Lorain Journal must pay damages to a radio station for preventing Journal advertisers from buying time on the station.

Judge James C. Connell is weighing the extent of damages after finding in favor of radio station WEOL. The station sued for treble damages—\$984,000.

The Journal has been enjoined against monopolizing advertising in the Lorain area as the result of a government antitrust suit. The Justice Department charged that the paper illegally prevented its advertisers from using the radio station, rejecting advertising from businesses that bought broadcasting time on WEOL.

The Japanese Press

A Revolution In Technology

BY WILLIAM J. FARSON
ANG Executive Vice President

ALTHOUGH Japan is smaller than the state of California, it has three national newspapers, each with a circulation of about four million daily. Japan is one of the most literate countries in the world (the literacy rate is over 99 per cent) and its people are avid newspaper readers.

The total daily circulation is over 40,219,000 in a population of 96,688,000. This is an average distribution rate of 1.82 copies per family, or 416 copies for every 1,000 persons. This ranks Japan second in the world, behind Great Britain with 514 copies per 1,000 population and above the U.S. rate of 328.

About 92 per cent of all newspapers are home-delivered. Newsstand sales account for less than 7 per cent of total circulation. Circulation is handled through 15,000 newspaper sales agencies, 66 per cent of them "exclusive agencies" handling only one paper, and 20 per cent serving two or more non-competing papers.

The "big four" national newspapers and their combined morning and evening circulations are Asahi Shimbun, 4,300,000; Mainichi Shimbun, 3,800,000; Yomiuri Shimbun, 3,700,000, and Sankei Shimbun, 2,000,000.

Both Asahi and Mainichi print in plants located in five cities. As many as ten editions are printed in the morning, and five editions in the evening. The national average of pages per copy is 11 1/2, but provincial and some local papers run about four pages. The major dailies average about 22 pages.

Japanese newspapers also differ from ours in the relative weight of their sources of income. For many years subscriptions accounted for 60 per cent of total income. Only in recent years has advertising revenue approached the 50 per cent level. The ratio of news to advertising is about 70-30.

Japanese publishers appear to have a greater sense of responsibility to the public than their U.S. counterparts. There is no constitutional or legal press censorship. Reporters seem freer to express personal political beliefs in their copy than do U.S. reporters. However, there has been an increased screening of stories since the 1960 political riots.

NEWSPAPERS are organized on a company-by-company basis; all workers, both white-collar and blue-collar, belong to a single "enterprise union." Of 54,000 union members (4,000 of them women), 14,000 are in editorial; 14,500 are in the back shop.



Executive Vice President William J. Farson discusses collective-bargaining problems with representatives of the Indian Federation of Working Journalists in New Delhi during stop-over on his around-the-world trip.

Executive Vice President William J. Farson recently completed a three-week visit to Japan together with Harry A. Rella, assistant to the president of the ITU, as part of an exchange program sponsored by the State Department and the AFL-CIO.

Farson met with publishers and with officers and members of newspaper unions in Tokyo, Osaka, Kyoto and Hiroshima, as well as with leaders of the two Japanese trade-union federations, Sohyo and Zenro Kaigi. He reports on his findings in the accompanying article.

Combining business with vacation after his official tour, Farson met with officials of newspaper unions in South Viet Nam, Malaysia, Thailand, the Philippines, India, Tunisia, Greece and England. He arrived in Saigon Jan. 30 only a few minutes before the coup that overthrew the government of Gen. Duong Van Minh, reached Singapore just in time for communal rioting and landed at London Airport as 11,000 teen-age girls mobbed the field to greet the Beatles.

Most of these "enterprise unions" are affiliated with the Japan Federation of Newspaper Workers Unions (Shimbun Roren), which belongs to the left wing of the General Council of Japan Trade Unions (Sohyo).

Shimbun Roren has no over-all labor contract with newspaper managements. Contracts or conditions are bargained by the "enterprise union," and the publisher. Shimbun Roren does not play an active role in its affiliates' collective bargaining and appears to spend most of its time and effort supporting left-wing political causes, presently those of China rather than Moscow.

Newspaper-union contracts reflect the system prevalent in most Japanese industries: Once hired, you stay with the company for life. Wages are determined by educational background, length of service and family size rather than by the nature of the work or the skill of the worker.

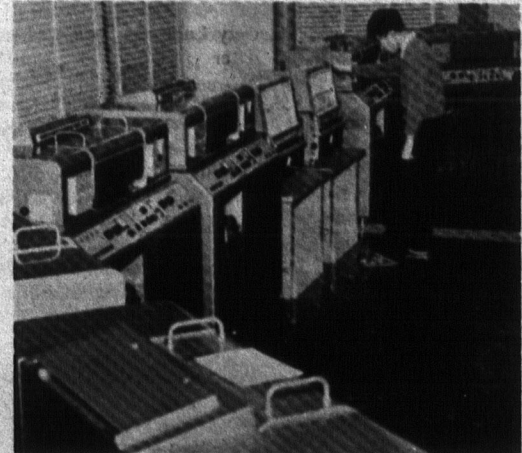
The compulsory retirement age is 55 years. A retirement bonus of \$4,000 to \$9,000 is paid employees, but there are no pension benefits.

Wages of newspaper workers are better than those of most blue-collar workers, but they are exceedingly low by U.S. or European standards. The base pay for a beginning reporter is approximately 45 U.S. dollars per month and increases to \$95 after five years. Employees also receive several fringe benefits.

including housing and transportation allowances. Their union dues are about 2 per cent of monthly salary.

The Sankei Shimbun Union, which resigned from Shimbun Roren because of its left-wing orientation, signed the first newspaper contract in Japan to contain a five-day, 40-hour week. Most papers work six days of eight hours. Some "enterprise unions" are approaching the shorter-week problem by proposing a day off after each five days worked. They hope to reduce this in the following round of bargaining to a proposal for one day off after each four days worked.

The Japanese displayed great interest in the Guild's ability, through its international composition, to wage long strikes if necessary to secure economic gains for its members. A strike of more than a few hours would be impossible in their present "enterprise union" setup. Most Japanese newspaper-union leaders believe that because of the traditional paternalistic



Full-page photographic negatives are transmitted from Tokyo to these machines at a newspaper plant in Sapporo through an exclusive microwave circuit.

concepts it will take some time to have a meaningful federation of newspaper unions, either through Shimbun Roren or a new federation.

THERE is probably no newspaper industry in the world that is more highly organized or automated than the Japanese. Due to the complexity of the Japanese script, the Japanese newspaper industry suffered for many years from difficulty in mechanizing its production processes in general and the typographical department in particular.

Until 1960 a large majority of Japanese newspapers depended on handsetting of type. The composing room was burdened with a large number of type cases, and typesetters worked two or even three shifts. In a brief three years, however, this scene became a thing of the past as the type cases were largely replaced by manual or automatic monotype machines, which cast type by the letter instead of by the line.

Although this advance merely enabled Japanese newspapers to catch up with those in the West, the remarkable fact is that in the past two years the Japanese newspaper industry has not only passed this stage but has advanced to the use of teletypesetters. In this new process, news written in Chinese and Japanese characters is put on perforated tape, and the tape fed into fully automatic monotype machines.

This swift change resulted from the completion of the Chinese-ideograph teletype system and the development of fully automatic monotype machines capable of operating with perforated tape.

Another great incentive was the inauguration in May 1960 of ideographic-teletype news transmission



This air-conditioned Japanese darkroom truck is equipped with wireless photo-transmission facilities, including a towering, 30-foot antenna.

by the Kyodo News Service. Since Japanese local dailies depend heavily on Kyodo's service, the inauguration of teletype service by this news agency led to a rapid nationwide conversion to teletypesetting.

About half the newspapers are now using ideographic-teletype and automatic monotype setters. At the end of 1963, more than 300 automatic monotype setters were in operation. The type set mechanically by these machines now occupies 60 per cent of total Japanese newspaper space.

In 1959 Asahi inaugurated a facsimile system whereby complete page proofs made in Tokyo are transmitted to Hokkaido and Sapporo via microwave circuit for immediate engraving and printing at the receiving end. In this process, a number of the latest technological developments are employed. The process of facsimile transmission, reception and reproduction, the industry's rapid etching system and its offset rotary presses represent the most advanced technological standards.

Japanese newspapers often use variant letters—enlarged, reduced, diagonal or elongated either vertically or horizontally. This is easily accomplished by manipulating the lenses of photosetting machines and filming the variant letters. Then, by using the films for etching, make-up editors can produce attractive pages full of eye-catching variations.

As long as the engraving process remained complicated, photosetting machines could not be used to full advantage; but now that this obstacle has been removed by the high-speed etching machine, photosetting machines have come into wider use. At present some 80 photosetting units are used at 50 newspaper plants.

Another step under study is the automatic operation of photosetting machines by perforated tape; a few experimental models have been manufactured. When photocomposition becomes more practical, it may be used for setting up news stories, and eventually newspaper plants may be able to dispense with lead completely.

Electronic engraving is also being introduced into the Japanese newspaper industry. In 1961 the first vario-klischograph machine, capable of simultaneously making a set of plates for multicolor printing, was introduced. Five vario-klischograph machines were installed by the end of 1962—at the Tokyo and Osaka plants of Asahi and Sankei and the Tokyo plant of Nihon Keizai. More than 10 units have now been installed in other Japanese newspaper plants.

What the Japanese describe as an epoch-making innovation in multicolor printing has also been introduced. The new equipment is called a "dry-relief offset rotary press" and operates with shallowly etched plates and without water, a process that was studied in the United States but which ended in failure. This new machine, in operation at the Shizuoka Shimbun plant since the autumn of 1962, is probably the first successful one in the world.

Technical experts of the leading Japanese papers, not content with these accomplishments, are conducting joint programs to develop new machinery and techniques that will propel the industry even more forcibly into the age of automation.

Small Dailies, SFONG Try Joint Talks

San Francisco, Calif.—The San Francisco-Oakland Guild's representative assembly has voted to conduct joint bargaining for new contracts at newspapers in nearby Santa Rosa, Vallejo and Richmond.

Publishers of the Santa Rosa Press Democrat, the Vallejo Times-Herald and News-Chronicle and the Richmond Independent, who have bargained separately up to now, reportedly have agreed to the idea.

The Santa Rosa contract expired Jan. 18, but no negotiations have yet taken place. The Vallejo contract expires March 9, and the one in Richmond, April 7.

The Guild, in proposing joint negotiations looking toward the possibility of a single contract, will stipulate its right to withdraw should joint bargaining prove unfruitful, according to Fred D. Fletcher, local executive secretary.

SFONG presently has a single citywide contract with San Francisco's three major dailies.

Local Elections

Local Elections

Lake Superior
President, J. Gordon Johnson; vice president, Walter H. Dodge; secretary, Davis Hobart; treasurer, Grace Reingold.

Memphis
President, James H. White; first vice president, C.H. Hoffman; second vice president, Joe Green (Gum); 1st Jack Morris, 2nd; third vice president, Granville Allen; 1st; Charles Brown, 2nd; secretary-treasurer, James Brown; recording secretary, Jimmie Richardson.

Rockford
President, Albert W. Bakers; vice president, Byron Bakers; secretary, Larry Engel; treasurer, Eleanor Overfield.

San Antonio
President, Robert H. Outram; first vice president, John E. Sweet; second vice president, Arturo Chapin; treasurer, Francis Harrell; secretary, John Rogers.

Scranton
President, Walter H. Gaughan; first vice president, John J. Chabrier; second vice president, Frank Sempa; treasurer, Joseph X. Flannery; secretary, John F. Hart.

Woonsocket
President, Martin S. Bender; vice president, Otto E. French; secretary, Philip S. Thomas; treasurer, Edgar J. Allaire.

4 Guild Dailies Installing Computers As Newspaper Automation Spreads

IBM Computers To Punch Clocks

New York City—The International Business Machines Corp. is putting meters on its leased computers in an apparent effort to make sure publishers and other clients don't withhold any overtime.

IBM computers are leased for a standard fee covering what is essentially a 40-hour week—actually, 176 hours a month. The client must pay extra for time worked over that figure.

Up to now, according to the Wall Street Journal, IBM has been depending on the customers to keep accurate overtime records. Starting in April, however, timers will be used to figure charges.

The Register is already using an RCA 301 computer in conjunction with eight Intertype linecasters to compose more than 35 weekly papers for dioceses throughout the country.

At the San Francisco Chronicle, business manager C. E. Gilroy told Guild officials recently that

the company is planning to introduce an IBM 1620 for typesetting operations. He didn't say when.

The Chronicle already uses a Univac 1004 for a variety of business-office operations.

A typesetting 1620 was introduced about six weeks ago at the Los Angeles Herald-Examiner, where ITU composers are being trained in tape-punching.

The Orlando Sentinel-Star, a non-Guild paper, has installed a new National Cash Register Co. computer that eliminates the "turn-tape" system, taking tape from punchers and feeding justified and hyphenated tape to line-casting machines.

The Orlando paper also has instant access to the NCR data-processing center at Dayton, Ohio, to back up its own computer, if necessary.

The Intertype Co. this week unveiled a compact, transistorized computer designed specifically for typesetting by either hot-type or cold-type methods.

The Intertype machine uses neither the dictionary nor the logic method in hyphenating, operating with a set of rules and a relatively small storage unit for exceptions.

James Shea To Head New England Council

Salem, Mass.—James M. Shea of Salem was elected president of ANG's New England District Council at the council's annual meeting here Feb. 15.

Richard A. Shepard of Manchester was elected vice president, and Leonard I. Levin of Providence was re-elected secretary-treasurer.

Elected to the policy committee were Merton G. Doyle of Portland, who stepped down as president after two terms; William J. Docherty of Boston, Donald E. MacLean of Providence, and Thomas M. Buckley of Pawtucket.

Region 1 Vice President Daniel A. McLaughlin was a guest at the meeting. The council will meet again in May in Woonsocket.

Three Cities Ban Strikebreakers

Orange, N.J., Niagara Falls, N.Y., and Ashabula, Ohio, have become the 35th, 36th and 37th U.S. municipalities to enact ordinances restricting the use of professional strikebreakers.

Orange is the 19th New Jersey town to adopt an anti-strikebreaking law. Niagara Falls is the seventh in New York, and Ashabula, the third in Ohio.

BASHFUL BARRY: That's presidential candidate Barry Goldwater behind the newspaper, a copy of the strikebreaker-produced Portland Oregonian. Goldwater shielded his face in embarrassment, according to the Oregon Labor Press, after crossing picket line at the Ore-



Bashful Barry: That's presidential candidate Barry Goldwater behind the newspaper, a copy of the strikebreaker-produced Portland Oregonian. Goldwater shielded his face in embarrassment, according to the Oregon Labor Press, after crossing picket line at the Ore-

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Local Elections

Extend Assessments To Raise Benefits, Board Urged

(Continued from Page 1)

ing those on hand or those available, are not adequate to support even a token improvement in the benefit schedule."

The Defense Fund, said the committee, is expected to total \$575,000, barring unforeseen crises, by the end of the fiscal year April 30. To double these assets through reliance on regular per-capita payments to the Defense Fund—approximately \$25,000 a month—would take until 1966, it stated.

"This is too long to wait before the Guild takes action in this vital field," it declared.

Continuation of assessments to July 1 would give the Defense Fund assets approaching \$850,000, the committee estimated. It said the fund then could be expected to reach a million dollars by next Jan. 1 if no unforeseen developments intervene.

The committee noted that the ANG Constitution authorizes assessments only in an "emergency" but pointed out that a decline in the Defense Fund below \$500,000 is only one of the emergencies under which they may be levied. Assessments also may be au-

thorized in other emergency circumstances, the committee emphasized, including those that occur when the Defense Fund totals more than \$500,000.

The committee said it recognized that no such emergency "in the traditional sense" now exists, but it urged the board to construe the Constitution with the Guild's recent strike experience in mind.

"Trade unions are peculiarly required to foresee emergencies," it declared, "and this union is especially enjoined to read its past history with care and concern, a history that eloquently testifies to past failures to plan for future emergencies."

"One need go no further back than the crisis of 1962-63 to demonstrate this. Despite a Defense Fund of more than \$550,000 at the outset of the New York lockout, highest in ANG history, (1) ANG was broke at the end of eight weeks, (2) ANG was \$750,000 in debt and (3) ANG members in New York still were short-changed, since funds to pay them what ANG strike benefit policy entitled them to receive simply did not exist."

Within the last half of the next

fiscal year, the committee pointed out, contracts covering almost 13,000 members—46 percent of the Guild's membership—are scheduled to expire. They include those at all the major New York dailies as well as major papers in Philadelphia, Washington, Boston, Toronto and Chicago and the wire services.

The committee warned that other newspaper unions may go out on strike, even if the Guild doesn't, "to meet the inroads of automation and other technological changes," requiring the payment of Guild lockout benefits.

Automation was a major issue in the New York strike, it pointed out. The ITU is currently striking in West Palm Beach over its impact, the report added, and has threatened to strike anew in New York over the same issue.

"How far-reaching automation, computerized or not, will be cannot be foretold," the committee said, "but the Guild had best prepare for the worst."

"The committee," it said, "knows the membership is growing weary and short of breath. When shown the opportunity,

however, to invest in a meaningful Defense Fund, in a meaningful strike benefit policy, the committee has no doubt the membership will display the stamina for a strong stretch run."

The committee is composed of ANG Secretary-Treasurer Charles A. Perlik, Jr., M. Michael Potoker of New York, Ray Matjasic of Cleveland, John H. Thompson of Boston, James H. White of Memphis, Jose Stell of San Jose and Eric R. I. Cawdon of Ottawa.

It will meet again March 19 and 20 to draw up a final report to the IEB and the 1964 Convention in accordance with last year's convention mandate.

The Wire Service Guild representative assembly, meeting Feb. 15 and 16, said that while it "does not challenge the desirability of an increased Defense Fund, it does have doubts about the legal basis of the action as so far proposed."

The New England District Council, meeting the same weekend, urged the IEB to discontinue assessments at the end of March "barring any new emergency."

The Cleveland Guild's executive committee this week opposed

continuation of the assessment on the grounds that "no valid emergency exists," that any changes in the assessment program should be considered "as a package" at the next convention, that beyond \$500,000, the Defense fund should be built up by "normal processes" rather than by continued assessments, and that the committee had exceeded its authority.

The Providence Guild's executive committee, meeting before the committee drafted its proposal, urged discontinuation of assessments at the end of March, arguing that an extension would work a "hardship" on units without union-security protection and hamper organizing efforts, and that it was the "unmistakable" sense of delegates to the 1963 Convention that the Defense Fund floor "be left at \$500,000 until further convention action."

Schiawe Recovers

Chicago, Ill. — International Vice President Marshall W. Schiawe is back at work after eight days in a Chicago hospital where he underwent minor surgery Jan. 31.

IEB Weighs Proposal To Tie ANG Per Capitas To Salaries

(Continued from Page 1)

ments—increased over the years. The per-capita increase anticipated under the formula—a total of 60 cents over the next ten years—would be less than the 90 cents by which per capitas have been increased through convention action during the past ten years.

The Finance Committee, in a memorandum to the board, said the new system, in addition to allowing ANG to share in bargaining gains attained as a result of joint local-ANG efforts, would put the Guild's finances on a more solid basis.

The percentage formula, the committee said, would "more accurately reflect ANG's role in the total activity of the union and at the same time enable more responsible, longer-range fiscal planning."

"These objectives are beyond attainment," it said, "unless ANG's income, like that of locals, is responsive upward to the bargaining effort."

While a portion of the dollars negotiated into its members' paychecks is translated into increased local income, the committee said, "ANG has not shared in the additional dues revenue received from members as a result of contract increases."

Convention action has been

necessary to achieve each increase in per capitas as ANG activities widened and expenses rose, it pointed out.

Tying the per-capita rate to the average reporter top minimum—the one most universally present in ANG contracts—would make possible a financial system resulting in "local-international sharing of the fruits of their joint endeavors," the committee said.

The committee is proposing a per capita of 1 1/2 per cent of the average reporter top minimum on English-language papers of general circulation—a percentage that would yield the existing per capita of \$2.30 a month on the basis of the present average top minimum of \$137.98.

This percentage, applied to the average increase of \$3.62 a year in the average top minimum over the past 10 years, would have yielded a total per-capita increase of 60 cents, a third less than the actual increase in per capitas during that period, the committee noted.

Applied to a projected increase of the same \$3.62 a year over the next ten years, the formula would produce an additional total increase of 60 cents—an amount the committee estimated would yield ANG an added \$21,640 in income each year.

The Finance Committee proposal would divert 40 per cent of per capitas to the Defense Fund, a division reflecting the 39.1 per cent now allocated under a flat 90-cent Defense Fund apportionment.

A continued annual \$3.62 increase in the average reporter top minimum would increase the average to \$174.18 by 1974. Per capitas under the proposed formula would rise to \$2.90, with \$1.16 of this amount going to the Defense Fund.

"Preferably the annual average would be determined each spring so that the income base would be known in advance of planning for each fiscal year," the Finance Committee said.

The proposed program could not be effective until the start of the ANG's 1965-66 fiscal year in May 1965, the committee added.

In a separate proposal, the Finance Committee is recommending authorization of a lease under which ANG would move into expanded headquarters on the second floor of the Philip Murray Building in Washington. It now occupies the third floor.

Additional rent would total about \$4,000 annually, the committee said, with part of the amount to be charged to the Guild's International Affairs

Fund, financed by private sources.

Office space between a quarter and a third greater than now occupied will be available when the International Union of Electrical Workers completes an addition to the Philip Murray Building later this year. It will permit an additional office for expanded staff personnel and a doubling in the size of the Heywood Brown Library and Conference Room.

The Finance Committee is recommending the diversion of \$7,500 from a current 1963-64 General Fund surplus of \$22,724 to finance the transfer and the acquisition of additional furniture and equipment.

The \$22,724 surplus has been accumulated, the committee noted, despite a third-quarter deficit of \$10,886. Per-capita payments during the third quarter reached their lowest point of the year as a result of the suspension of the New York Mirror and the resulting loss of 500 members.



From the issue of February 22, 1964:

COMPETITION SHARPENS AS OLD NEWSPAPER WAR FLARES

The situation had all of the overtones of an old-fashioned newspaper battle: an old family evening newspaper, complete with traditions and bitter memories; the reported sale of a morning paper to powerful interests; a rich "battleground" in fast-growing counties of New Jersey. This is living newspaper lore, reported as it happens in all of its details and ramifications by the newspaperman's weekly, EDITOR & PUBLISHER.

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ANG Spurs Fair-Hiring Campaign

(Continued from Page 1)

Negroes, only a handful hold newspaper jobs.

Fifteen locals reported a total of 15 Negroes employed in editorial departments, 10 in advertising, 11 in circulation, 10 in business offices and 79 in maintenance departments. The total of 125 compares with a total Guild membership of 3,375 for these locals.

The R&I Department has tabulated 43 Negroes employed as reporters or photographers on other newspapers, aside from the Negro press.

The new fair-employment memorandum urges locals to follow the convention's recommen-

dation that they organize human-rights committees.

The committee, it suggests, should begin by analyzing the employment situation, since problems of discrimination may exist without the Guild being aware of them.

Examination of the contract—particularly hiring clauses, no-discrimination clauses, and grievance procedure—is recommended. With proper contractual provisions, fair-employment practices can be enforced by enforcing the contract, the memo emphasizes.

The memo also discusses the legal aspects of the problem, and urges consultation with civil-rights and labor organizations, as well

as community race-relations commissions.

It analyzes possible management reactions to the Guild's approach and discusses various courses of Guild action, including the final recourse of public demonstrations.

In anticipation of one frequently heard management response—a declared inability to find "qualified" Negroes—ANG is undertaking to prepare a list of candidates, to which locals can refer.

The memo suggests that management be asked to define just what it means by "qualified," adding:

"Let's not have two definitions, one for whites and the other for nonwhites."

Guild Files 2nd Charge At Denver

Denver, Colo. — The Denver Guild has filed a second unfair-labor-practices charge against the Denver Post in connection with a circulation-department organizing drive.

The second charge was filed after a company representative told an employee he would "get into trouble" if he testified on the earlier charge, that the company had given 30-day notice of termination to a dealerman because of Guild activities.

The National Labor Relations Board this week completed a hearing on the unfair charges and on the Guild's petition to represent 13 circulation dealermen who the company claims are independent contractors.

Guild witnesses testified the Post required dealermen to take 25 percent more papers than they were able to dispose of and that it refused to allow returns on the surplus. The expense to dealermen has amounted to \$2,000 a year, it was testified.

In some cases, where energetic dealermen had been able to expand sales and cut their losses, witnesses said, the company re-allocated quantities of papers so that all the men had surpluses of approximately equal size.

NLRB Dispute Snags New Elizabeth Pact

Elizabeth, N.J. — Management of the Elizabeth Daily Journal this week refused to sign a newly bargained contract with the North Jersey Guild pending the outcome of continuing National Labor Relations Board hearings on the company's petition to redefine the bargaining unit to eliminate "supervisory" employees.

Management had previously agreed to sign the contract with unchanged exemptions and to rely on its NLRB petition to obtain further exemptions. Negotiators were to have reduced the agreement to written form Feb. 26.

At an NLRB hearing Feb. 25, however, a company attorney declared that management would not sign the contract until the Guild surrendered seven additional jobs or until an NLRB ruling was handed down.

The NLRB hearings, which are continuing, were complicated briefly by efforts of the ITU Mailers Union to intervene.

Rebuffed previously by the NLRB in efforts to take over representation of Journal mailers and drivers, the ITU came to the hearing and asked for an election in the Guild's entire jurisdiction. The NLRB hearing officer rejected the move on the ground that the mailers had not shown sufficient support in the unit.

2 Win AP Seats

James Irwin of Albuquerque and Kelso Sturgeon of Lexington, Ky., have won runoff elections for the Wire Service Guild's Representative Assembly. Irwin defeated Norman Rowland of Oklahoma City for the AP Southwest seat, while Sturgeon was victorious over Robert Clark of Miami for the AP South seat.

Day Book

ACTIVITIES
ANG International Executive Board, winter meeting, Washington, D. C. March 4.
Middle Atlantic District Council, winter meeting, Hershey Hotel, Philadelphia, Pa. March 1 and 2.
Thirty-first Annual Convention, American Newspaper Guild, Lafayette Hotel, Long Beach, Calif., July 15-17.

Wire Service Guild Sets Bargaining Parley

(Continued from Page 1)

"should undertake detailed preparations for such an eventuality." The assembly recommended a three-point program for the conference. It said the delegates should:

► "Devise comprehensive pre-negotiations preparations, stressing the need for an informed and united Wire Service Guild membership."

► "Chart the course of negotiations, including techniques of keeping members informed of progress."

► "Establish appropriate procedures for use in the event of a breakdown in negotiations."

In addition, the assembly suggested that the conference consider the advisability of "a top-level prenegotiations meeting with AP and UPI managements under appropriate auspices to discuss contractual relationships."

Citing the fact that 1964 wire-service bargaining will precede New York City newspaper nego-

tiations for the first time, the assembly declared that the new timetable "affords an opportunity—long sought—to break the present patterns which have often frustrated legitimate demands of wire-service employees."

ANG Collective Bargaining Director J. William Blatz is scheduled to attend the conference, the first of its kind ever to be called by the Wire Service Guild. It will be held in New York City. The assembly recommended

that the executive committee appoint a committee to study automation.

President Arthur Rosenstock and Secretary-Treasurer Charles A. Perlik, Jr., addressed the assembly.

35 Jobs Lost In UPI Cutback

(Continued from Page 1)

its services and reaping increased revenue in all areas.

The assembly, in denouncing the "frenzied cost-cutting spree" as the "worst in the history of UPI," said that "the effect of this on all UPI employees is clear: Morale goes down and the work load goes up."

Asked by the Guild if there would be a compensating reduction in the work load, the company said the staff reduction would be managed by closing some bureaus and "reducing waste" in others.

Ross Downing, UPI personnel manager, said there would be "no

such thing as a speedup," adding that employees would be expected "just to work the normal eight hours."

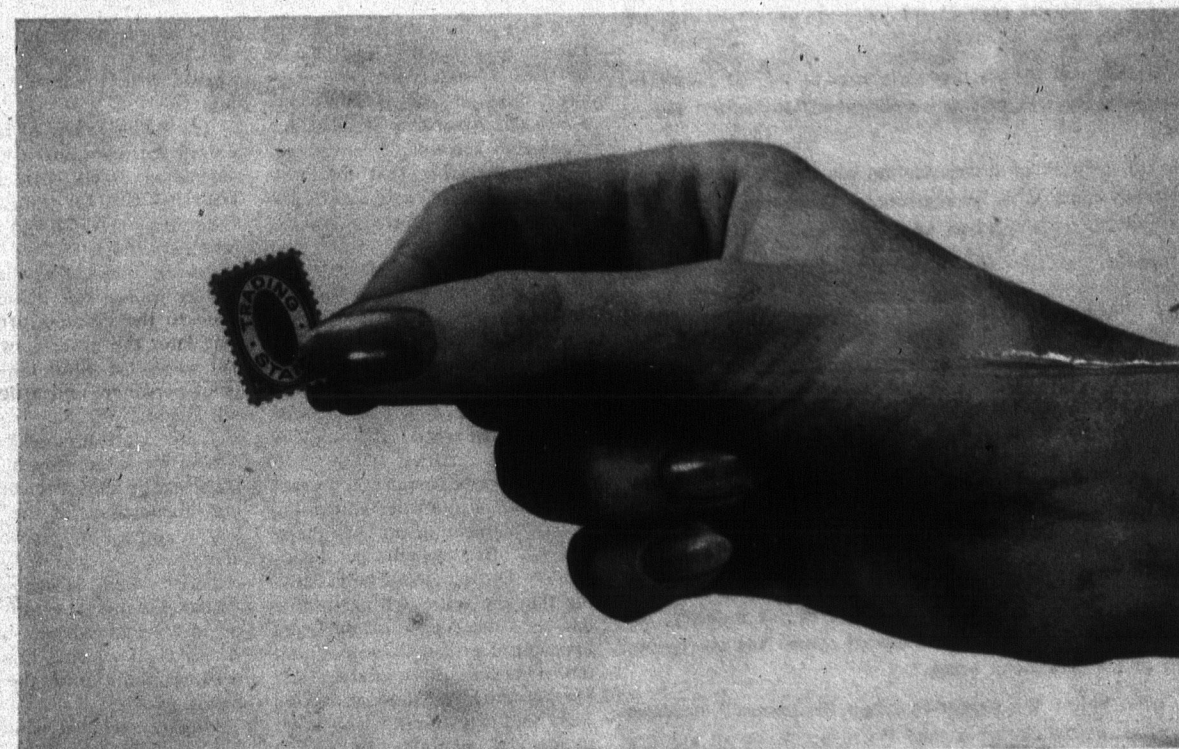
Under the UPI-Guild contract, the company must give major consideration to seniority in making staff-reduction dismissals. Employees dismissed receive two weeks' notice, severance pay and any vacation pay due. They are entitled to preferential hiring in their respective bureaus for six months.

UPI said that in January, before the staff cuts were announced, its total full-time payroll listed 979 persons, compared

with 987 in January 1963 and 953 in January 1962.

The Guild said cuts would involve bureaus in 26 cities: Chicago, Dallas, Kansas City, San Francisco, Los Angeles, New York, Denver, Cheyenne, Albany, Boston, Hartford, Pittsburgh, Lynn, Detroit, Des Moines, Minneapolis, Milwaukee, Indianapolis, Anchorage, Seattle, Tucson, Orlando, Little Rock, Houston, Cleveland and Philadelphia.

The cutbacks, it said, involve six jobs in Chicago and one or two in each of the other cities. Dismissals already have been reported in San Francisco, Houston and Little Rock.



Only a tiny piece of paper—but it's worth \$1,000,000,000!

This, of course, is a trading stamp—well-known to shoppers for the little "extras" of good living it makes possible.

But it's much more than this from an economic point of view.

Today the trading stamp industry is a dynamic economic force that helps make America a prosperous nation.

This year alone, the industry will buy an estimated \$500,000,000 worth of products (at cost or wholesale prices) from more than 600 U.S. manufacturers of consumer goods in 75 different industries.

In addition, the stamp industry is expected to generate another \$500,000,000, ranging from over \$120 million for transportation, warehousing, and redemption store operation, to more than \$90 million in farm purchases of cotton, wool and other primary materials used in the production of merchandise for stamp redemption.

The full-time employment of more than 125,000

workers will be required at one stage or another of production or distribution to operate stamp companies and to supply merchandise for stamp redemptions.

So the tiny piece of paper shown above represents an industry that contributes one billion dollars to our economy every year.

Actually, the total retail value of merchandise received by consumers redeeming stamps in a state usually comes to more than 100 per cent of the money paid by the merchants who purchase stamp services. In all cases, the total value going back into the state when the payrolls, rents, taxes and other expenditures of stamp companies are taken into account is substantially more than the money paid for the stamp service.

All told, the trading stamp industry not only brings extra value to consumers, and a powerful promotional device to merchants, but contributes importantly to a stronger economy—both on the national level and in every state and community in which it does business.

AN AMERICAN WAY OF THRIFT SINCE 1898



Editorial

Golden Deeds

Much enthusiasm was voiced about human rights at the Guild's 1963 Convention.

"Our newspapers," the convention declared, "which daily report the rising winds of the fight for equal rights of minority groups, must take a first-hand active part in that fight as it affects the hiring, promotion and upgrading of newspaper employees."

The convention recommended that each local go to publishers and jointly take steps to eliminate discrimination in their plants.

One delegate warned that more important than golden words is "for us to determine that we will go home and implement these actions."

How many delegates, how many locals have done anything to "implement these actions"? Judging by the poor response to ANG's human-rights questionnaire, very few even remembered the existence of the problem after leaving Philadelphia.

A suggested program for local human-rights committees, embodying a suggested approach to the question of fair-employment practices, has been prepared by ANG and is on its way to Guild locals.

If the human-rights question has been tabled in your local, this is the time to take it up again.

The civil-rights bill is now before the Senate. Guild members should write to their senators urging support of the bill passed by the House, resistance to any weakening amendments, and opposition to any motions to lay the bill aside.

If passed, the bill will for the first time provide federal machinery to combat discrimination in private employment. But it will not be self-executing.

Under the bill, charges of discrimination may be filed "by or on behalf of a person claiming to be aggrieved." This means that Guild locals will be able to initiate action under the law.

Unless groups like the Guild are interested enough to focus attention on the problem and make sure the new machinery is used, the law of itself will have little effect in ending discrimination in newspaper employment.

Let us act to translate our golden words into golden deeds.

Panic Button

For anyone who doubts that the last drop of romance is being distilled from the newspaper industry, a recent item from Editor & Publisher should be sobering.

The Bakersfield Californian, says the almanac of the industry, has installed a "stop-press" button in the editorial room "for emergency stops in event of a major news break."

How long, now, before the stentorian "Stop the presses!" becomes a cry as extinct as the old-clothes man's? We're becoming an industry of button benders.

The Guild Reporter

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

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Wanted: Scissor Grip



BELLAND

Hitchcock Aura Surrounds Tale Of AMA's COPE Tape

By AFL-CIO NEWS SERVICE

A tale of two shadowy figures known only as "Irv" and "Cousin" and a rendezvous on a dark street lent an Alfred Hitchcock air to the American Medical Association's account of how it got a tape recording that led to a \$400,000 damage suit against the organization by Steelworkers' official Paul Normile.

The tape and phonograph records made from it were distributed by the AMA's Political Action Committee (AMPAC) in fund-raising efforts among doctors as part of its campaign against old-age social-security hospital insurance, the USWA charges.

The records purport to present the voice of Normile addressing a COPE meeting in Allegheny County, Pa., where he heads USWA District 16. Flatly denying that the voice is his, Normile has sued the AMA for libel and invasion of privacy, charging that the recording is fraudulent and portrays him as "a tough-talking bully and extortionist" who urges strong-arm methods to collect voluntary COPE contributions

from union members. The suit also seeks a permanent injunction against distribution of the recording.

The AMA's story of how it acquired the recording came out in depositions filed with the U.S. District Court for the District of Columbia by AMA and AMPAC officials. Judge George L. Hart, Jr., while noting that the AMA's answer to the suit indicates that it doesn't know the real origin of the recording, nevertheless denied a motion for a preliminary injunction filed by Normile's counsel, David E. Feller.

Judge Hart observed that the AMA has voluntarily halted distribution of the recording pending the outcome of the suit and has attempted to recover copies of it.

Feller cited a deposition by Walter Hughes, executive director of the Pennsylvania branch of AMPAC, describing how the recording came into the AMA's hands.

Hughes said that while attending a public debate, he was approached by a man who identified

himself only as "Irv," who discussed with him the opposition of doctors to hospital care for the aged. "Irv," Hughes said, stated that there was dissension in labor's ranks in the Pittsburgh area and that he might be able to provide material for use in AMPAC's fight against the hospital-insurance legislation.

About 13 months later, Hughes said, he received a telephone call from "Irv," who said he had some material of interest and that Hughes would be contacted by another person.

A few days later, Hughes' deposition went on, he received a call from a person who asked to be known only as "Cousin" and said he had a tape recording that "would be very interesting to medicine," which Hughes could have for \$20.

Arrangements were made for "Cousin" to meet Hughes outside the PAMPAC office in Camp Hill, a suburb of Harrisburg, where the exchange of tape and money took place on a dark night. Hughes said he did not get a good look at the face of the man.

Among Ourselves

Washington Guildsman Irving Fagan, longtime associate editor of the IUE News, has retired to become field secretary for the



AFL-CIO's International Labor Press Assn. Fagan, a former administrative officer of what is now the Greater Philadelphia Guild, was a leader of the Guild's strike against the Philadelphia Record 17 years ago. A quarter-century Guildsman, Fagan is the holder of a Sidney Hillman Award for labor journalism, won during a stint as editor of Labor Press Associates, a labor news service.

Victor H. Logan, a founding delegate of the ANG in 1933, has been promoted to first assistant city editor of the Chicago Sun-Times, a Guild-exempt position.

Logan, a former president of the Cincinnati Guild, represented Cincinnati at the Guild's founding convention in Washington.

In Chicago, he has served as chairman of the Sun-Times Unit and a member of the Local executive board.

He has been granted an honorable withdrawal card.

Boston Herald reporter Charles Leveroni, treasurer of the Boston Guild, has been cited by the Associated Press Managing Editors for alerting AP to the death of poet Robert Frost, enabling it to transmit the story before the death was publicly announced.

Murray Tate, a member of the Toronto Guild's executive, has

been elected treasurer of the Toronto and District Labor Council, defeating incumbent Robert McCormick, president of the Toronto Typographical Union, by a 110-87 vote.

Tate also was elected a council delegate to the Canadian Labour Congress convention.

New York Times Guildsman Philip Benjamins is the author of "Quick, Before It Melts," a humorous novel based on Benjamin's experiences at the South Pole during the 1958 Geophysical Year. It is being published this month by Random House.

Guild Reporter
1126 16th St., N.W.
Washington, D. C. 20036

My copy of the Guild Reporter for
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