

Higher Strike-Lockout Benefits, \$2-Million Defense Fund Urged

THE GUILD REPORTER

OFFICIAL ORGAN OF THE AMERICAN NEWSPAPER GUILD (AFL-CIO, CLC)

Vol. XXXI, No. 8 Washington, D. C. April 10, 1964



SIGNED AND SEALED: Thomas Kelly, president of the Washington Guild, holds agreement affiliating the Baltimore Guild with the Washington Local. Grouped around Kelly following the signing are, left to right, Harris Monroe, Washington adminis-

trative officer; Horace Ayres of the Baltimore executive committee; Gerard Borstel, Baltimore president, and George H. Haput, Baltimore treasurer. The merger will take effect April 20, when Brian Flores, vice chairman of the Washington Post Unit, joins the Guild staff as an organizer in Baltimore.

Committee Asks Rise In Assessment Rate

The Guild's Special Strike Policy Committee this week recommended that ANG's 1964 Convention authorize a substantial increase in strike-lockout benefits, raise the International Defense Fund floor to two million dollars in three steps starting Oct. 1 and establish a more adequate and equitable assessment schedule.

The committee recommended a benefit schedule ranging from \$35 to \$65, depending on the number of dependents, with two \$5 increases effective with the fifth and thirteenth weeks. The present schedule ranges from \$15 to \$60, with a single \$5 increase effective with the fifth week.

The recommendation was contingent on approval of the two other principal proposals in the committee package: an increased Defense Fund floor and a more adequate assessment schedule.

The committee, headed by Boston Guild President John Thompson, proposed that the Defense Fund floor be raised to a million dollars effective Oct. 1, a step the com-

Full Text of Strike-Policy Report . . . Pages 4 and 5

mittee noted would "trigger assessment machinery." It estimated that two assessments at the new rate in October and November would enable the Defense Fund to reach that figure by the end of 1964.

It proposed that the floor be raised to \$1,500,000 on Oct. 1, 1967, and to two million dollars on Oct. 1, 1969.

To meet the increased benefits and eliminate inequities, the committee urged an assessment schedule ranging from \$1 a month for members earning less than \$50 a week to \$6 for those earning \$200 or more. The present schedule ranges from 50 cents for those earning \$30 or less to \$3 for those earning \$100 or more.

The committee made these other recommendations:

- ▶ That striking or locked-out members be allowed to receive up to \$35 a week in unemployment compensation or earned income without its affecting their weekly benefits. (Present policy allows only the receipt of up to \$15 in unemployment compensation before the amount is offset against benefits.)

- ▶ That locals give "very serious consideration" to paying supplemental strike-lockout benefits on a percentage-of-salary basis rather than according to family status.

- ▶ That benefits be paid to members receiving vacation compensation during a strike or lockout. (Under present policy, benefits are withheld for the period of vacation compensation.)

- ▶ That locals be authorized to determine the benefits to be paid to part-time members on strike or locked out.

- ▶ That the International Executive Board be authorized to levy or continue assessments to meet prospective as well as existing emergencies.

The proposed benefit schedule would allow \$35 a week to employees with no dependents, \$45 a week for those with one dependent, \$50 for those with two, \$55 for three, \$60 for four, and \$65 for five or more, with a ceiling of 90 percent of salary after tax deductions.

(Continued on Page 5)

Examiner Absolves Mirror Of Charges

A National Labor Relations Board examiner this week declined to find the New York Mirror guilty of an unfair labor practice in suspending publication last October without bargaining over its action.

Examiner John F. Funke ruled that by including severance payable on suspension in their last contracts, the Guild and the Pressmen's and Stereotypers' unions had "carefully provided for compensation of their members in event of final disaster."

Funke said a "zipper clause" in

the union's contracts, stating that terms and conditions had been fully bargained, foreclosed the unions from further negotiations on the Mirror's decision to shut down.

The examiner, referring to the landmark Fibreboard Paper case and other decisions in which the NLRB has held that an employer is obligated to bargain with its employees' union over termination of the business, said "the facile and thought-saving answer for an examiner requires only that he cite Fibreboard and issue his recommended order."

But he indicated that the existence of severance-pay and zipper clauses in the Mirror contracts constituted the decisive difference.

Rumors that two or more newspapers might be discontinued were rife during the 1962-63 New York newspaper strike, Funke noted, adding: "With all due deference to the fact that this is a tactic not too uncommonly employed by management in a strike situation, it was 'not an entirely idle threat which was posed.'"

"Forewarned," he said, "each of the unions carefully provided for compensation for its members in event of final disaster. Having done that, they agreed to the so-called zipper clause, foreclosing the parties from further negotiation during the life of the contract."

"There must be language available by which parties to a collective-bargaining agreement can

(Continued on Page 6)

Outside Job Is Termed Basic Right

Lowell, Mass.—The right of a display-advertising salesman to take an evening job in a department store as a supervisor of checkers has been upheld by Prof. John A. Hogan of the University of New Hampshire in an arbitration award to the Greater Boston Guild.

"We are dealing here with a fundamental freedom—the freedom of a man to work where he can get and hold a job," Hogan said. "This freedom may not easily be set aside."

He ordered Ray Foye, Guild Unit chairman at the Lowell Sun, "made whole" for all pay lost after the Sun management ordered him

(Continued on Page 6)

Blessed Two Years Ago

Denver Catholic Unit Resists Attack

Denver, Colo.—When the Denver Guild's unit at the Catholic Register was organized two years ago it received an apostolic benediction from Pope John XXIII.

Last month the Guild, charging that a management campaign was threatening the unit with destruction, filed unfair labor-practice charges against the archdiocesan publication.

The charge was filed with the National Labor Relations Board following the discharge of Raymond Whitehead, a former unit chairman and founder of the Reg-

ister unit. He was dismissed on the grounds that he had spoken to another Register employee without permission from a superior.

It was Whitehead to whom an apostolic benediction from the Pope was conveyed when the unit was organized. The Register publishes papers for Catholic dioceses in many parts of the country.

The Guild charged that the Register has eroded Guild membership by transfers, forced resignations and firings, and that Msgr. John Cavanagh, editor and business manager of the Register, has

repeatedly made antiunion statements.

Joseph Matty, Guild administrative secretary, said the Guild is convinced that unless NLRB protection is obtained, the Guild faces destruction of its Register unit and the loss of its members' jobs.

Miles Porter, managing editor, told Whitehead and Edward Smith, unit grievance chairman, that Whitehead "had violated established office procedure that requires an employee to obtain authorization from a superior before

(Continued on Page 6)

News Raises Price To 7c

New York City — The New York Daily News raised its price from 5 to 7 cents this week, six months after its purchase of the rival Daily Mirror.

Announcing the move in an editorial titled "Boost We Must," the paper said it was driven to increase its price by "ever-rising costs of production."

With 1½ cents of the increase going to the News and a half cent to dealers, the News will reap more than \$10,400,000 a year, without allowing for possible circulation losses. A five-cent increase imposed last December in the News' Sunday price is yielding it an additional \$8,400,000.



HOUSTON HUDDLE: Homer H. Jackson, district director of the Texas Employment Commission, standing left, and Gladys Mullins of the Commission staff confer with Houston Guild members Lorraine Harrison, seated left, and Gladys Dawson on job possibilities for former Houston Press employees left jobless by the paper's suspension March 20.

75 Houston Guildmen Still Jobless In Wake Of Press' Sale, Suspension

Houston, Tex. — Only about half of the 150 Guildsmen left jobless by the sale and closing of the Houston Press March 20 have found new jobs, the Houston Guild reported this week.

The bulk of those re-employed are editorial and outside circulation workers.

Technological 'Demotion' Reversed By Arbitrator

New York City—An employer cannot downgrade a job classification merely because automation has reduced the job's complexity, an arbitrator has ruled in a case involving the New York Times.

The arbitrator, George Marlin, ordered the Times to return three New York Guild members to their former classifications as IBM tabulating-machine operators, invalidating the creation of a lower-paying category of data-processing machine operators.

The company claimed that its unilateral reclassification was justified because the automation of advertising billing had reduced the proportion of "complex" job

operations from 40 percent to 17 percent.

But Marlin, pointing out that the employees were still performing substantially the same work, held that reclassification was only proper when a change in duties was "of such a substance and character as to make the job description involved no longer applicable."

A job description which does not become outmoded by the addition of new duties or by virtue of functional changes cannot be said to have changed in such a way as to entitle the company to effect a new classification on a unilateral basis," he declared.

It Seems To Us

Failure To Follow Up Merger Rumor Hit

RANDOLPH, MASS.

Editor: Every so often something comes along to point up the complacent attitude of leaders within an organization.

The report on a possible merger between AP and UPI is just such an incident.

After printing a "box" on the subject in the Feb. 28 GR you fail completely to follow it up with any comment whatsoever in the very next issue.

You have taken the newspaper industry to task many number of times about the monopolistic trend that has cut deeply into our membership to say nothing of the complete disruption of the lives of the people affected.

Here we have a merger that would obviously create a pure monopoly that goes by the boards

Letters shall be limited to 200 words and shall avoid libel and subjects detrimental to the Guild. Members subjected to personal attack shall be given opportunity to reply in the same issue, but publication of either attack or reply shall not be delayed longer than one issue.

without so much as an editorial comment.

How do you explain such a flagrant lapse in responsibility?

We support ANG to the tune of more than \$500,000 to keep us informed and enlightened in order to be able to shield us, however slightly, from events that could cause the economic collapse of our very livelihood.

I'm sure you will agree that the Wire Service Guild, the fourth largest in all ANG, is entitled to expect far better editorial judgment than is displayed in this instance.

A. E. MALOOF
Chairman, Boston Chapter
Wire Service Guild

Contract Settlements

St. Paul Pact Hikes Pay Up To \$17.50

St. Paul, Minn.—Wage increases ranging from \$2 to \$5 have been negotiated in the first year of a two-year contract between the Twin Cities Guild and the St. Paul Dispatch and Pioneer Press. The pact includes additional inequity increases ranging up to \$12.50.

Minimums for reporters, ad salesmen and promotion writers have been raised \$5 in the first year, bringing the top to \$153, with a wage reopener to determine the second-year increase, subject to arbitration. Other categories will be increased proportionately.

Other improvements include: ▶ A \$3-per-month increase in the company's contribution to the existing group hospitalization plan, effective immediately, and another \$3 increase Dec. 1, bringing the company's maximum contribution to \$12 a month.

▶ A \$1.50-a-week increase in the company's contribution to the advertising group hospitalization plan, effective immediately, and another \$1 increase Dec. 1, bringing the company's maximum contribution to \$4.30.

▶ A fourth week of vacation after 25 years.

▶ An increase of three weeks in the severance-pay ceiling, bringing the maximum number of weeks to 38.

Circulation supervisors will receive a \$6 raise in the first year, increasing the top minimum to \$114.25. A subeditors' classification will be raised \$5.50, to \$168.30.

The contract is retroactive to last Dec. 1.

Other improvements include: ▶ A \$12.50 differential between women's writers and other reporters will be eliminated in the second year, raising the former's top minimum by at least \$17.50.

Other increases include: \$5 for those making \$130 a week and over; \$4.50 for those between \$110 and \$129.99; \$4 for those between \$90 and \$109.99; \$3.50 for those between \$70 and \$89.99; \$3.00 for those under \$70, and \$2 for office boys and girls and messengers.

The contract is retroactive to last Dec. 1.

Other improvements include: ▶ A \$12.50 differential between women's writers and other reporters will be eliminated in the second year, raising the former's top minimum by at least \$17.50.

Other increases include: \$5 for those making \$130 a week and over; \$4.50 for those between \$110 and \$129.99; \$4 for those between \$90 and \$109.99; \$3.50 for those between \$70 and \$89.99; \$3.00 for those under \$70, and \$2 for office boys and girls and messengers.

The contract is retroactive to last Dec. 1.

Other improvements include: ▶ A \$12.50 differential between women's writers and other reporters will be eliminated in the second year, raising the former's top minimum by at least \$17.50.

Other increases include: \$5 for those making \$130 a week and over; \$4.50 for those between \$110 and \$129.99; \$4 for those between \$90 and \$109.99; \$3.50 for those between \$70 and \$89.99; \$3.00 for those under \$70, and \$2 for office boys and girls and messengers.

The contract is retroactive to last Dec. 1.

Other improvements include: ▶ A \$12.50 differential between women's writers and other reporters will be eliminated in the second year, raising the former's top minimum by at least \$17.50.

Other increases include: \$5 for those making \$130 a week and over; \$4.50 for those between \$110 and \$129.99; \$4 for those between \$90 and \$109.99; \$3.50 for those between \$70 and \$89.99; \$3.00 for those under \$70, and \$2 for office boys and girls and messengers.

The contract is retroactive to last Dec. 1.

Other improvements include: ▶ A \$12.50 differential between women's writers and other reporters will be eliminated in the second year, raising the former's top minimum by at least \$17.50.

Other increases include: \$5 for those making \$130 a week and over; \$4.50 for those between \$110 and \$129.99; \$4 for those between \$90 and \$109.99; \$3.50 for those between \$70 and \$89.99; \$3.00 for those under \$70, and \$2 for office boys and girls and messengers.

The contract is retroactive to last Dec. 1.

Other improvements include: ▶ A \$12.50 differential between women's writers and other reporters will be eliminated in the second year, raising the former's top minimum by at least \$17.50.

Other increases include: \$5 for those making \$130 a week and over; \$4.50 for those between \$110 and \$129.99; \$4 for those between \$90 and \$109.99; \$3.50 for those between \$70 and \$89.99; \$3.00 for those under \$70, and \$2 for office boys and girls and messengers.

The contract is retroactive to last Dec. 1.

Other improvements include: ▶ A \$12.50 differential between women's writers and other reporters will be eliminated in the second year, raising the former's top minimum by at least \$17.50.

Other increases include: \$5 for those making \$130 a week and over; \$4.50 for those between \$110 and \$129.99; \$4 for those between \$90 and \$109.99; \$3.50 for those between \$70 and \$89.99; \$3.00 for those under \$70, and \$2 for office boys and girls and messengers.

The contract is retroactive to last Dec. 1.

Other improvements include: ▶ A \$12.50 differential between women's writers and other reporters will be eliminated in the second year, raising the former's top minimum by at least \$17.50.

Other increases include: \$5 for those making \$130 a week and over; \$4.50 for those between \$110 and \$129.99; \$4 for those between \$90 and \$109.99; \$3.50 for those between \$70 and \$89.99; \$3.00 for those under \$70, and \$2 for office boys and girls and messengers.

The contract is retroactive to last Dec. 1.

Other improvements include: ▶ A \$12.50 differential between women's writers and other reporters will be eliminated in the second year, raising the former's top minimum by at least \$17.50.

Other increases include: \$5 for those making \$130 a week and over; \$4.50 for those between \$110 and \$129.99; \$4 for those between \$90 and \$109.99; \$3.50 for those between \$70 and \$89.99; \$3.00 for those under \$70, and \$2 for office boys and girls and messengers.

N.Y. Papers Seek To Ease Automation Impact

New York City—New York newspaper publishers expect to ease most of the impact of automation by retraining, job transfers and attrition, according to A. H. Raskin, New York Times labor and editorial writer.

However, the introduction of new high-speed stereotype machines at the Times will mean a reduction of 15 to 20 percent in stereotype jobs, he reported, and the Times, as well as the Daily News, has indicated an interest in using computers for typesetting.

Raskin, whose 15,000-word history of the 1962-63 New York newspaper strike won him numerous awards, reviewed automation developments and other labor-management problems in the New York newspaper industry in an analysis printed on the first anniversary of the strike's conclusion March 31.

The newspaper unions, he reports, have asked management to project their manpower requirements over the next five years and the extent to which automation is expected to displace both Guild and mechanical employees.

At the Times, a formula under which displaced stereotypers would receive "liberalized benefit payments" during the first two years of retirement is awaiting union ratification. The News has also installed high-speed stereotype equipment.

Both the News and the Times are expected to initiate discussions with the printers' union



HONOR UPON HONOR: New York Times writer A. H. Raskin, left, receives honorable mention citation in ANG's 1963 Heywood Brown Award contest from ANG President Arthur Rosenstock. Raskin's exhaustive 15,000-word history of the 1962-63 New York newspaper strike, for which he received the Brown citation, continues to win him journalistic honors, the latest from the Society of the Shillars.

shortly on computer typesetting, Raskin said. The News has already installed an IBM 1620, but it is being used only for data processing at present.

Bertram A. Powers, president of the New York ITU, wants the papers to share the benefits of automation by contributing to a fund for early retirement, retraining and other forms of job pro-

tection, Raskin said. A formula along these lines has recently been negotiated with a New York job-printing shop.

The publishers have "not" accepted "the concept of sharing," however, Raskin reports, even though they agreed to make payments into an ITU fund in return for the use of outside tape on stock-market tables at the

Times and Herald Tribune as part of last year's strike settlement.

Committees appointed by the union and the two papers have disagreed on the formula for computing savings and the amount to be paid into the fund. The dispute will go to arbitration, Raskin said.

The problems of job security and employment opportunities raised by automation are being discussed by the newly organized joint board of publishers and union representatives.

The publishers, Raskin said, have presented figures showing that the Times and News, the papers that have done the most modernizing—and are the most profitable—have shown the largest gains in man-days of work.

"The newspapers can't be expected to produce out of the blacksmith's shop and survive," Raskin quoted Thomas J. Murphy, executive vice president of the New York Guild. "What is needed is a detailed rundown of what is in store in the way of automation so we can talk realistically about attrition, a sharing of the benefits and all other issues."

Neither the Pressmen's Union, which withdrew from the New Newspaper Trades Council, nor the New York Post, which pulled out of the New-York City Publishers Assn. during the strike, have participated in the joint-board meetings, Raskin reported, although the Pressmen's Union is

officially listed as a member.

Other unions hope the Pressmen will rejoin the council after local elections in June, Raskin said. The present administration was elected last year on an anti-union slate.

Raskin said both union and industry leaders "detect the first signs that they have turned the corner toward a more constructive long-term relationship." There is talk, he said, of "a joint bargaining council" for unions in next year's contract negotiations.

Meanwhile, trouble developed at the News and Journal-American over a reduction in washup time for printers consequent upon a cut in the work week at the beginning of the second year of the ITU's contract.

The two papers accused the ITU of a slowdown following the reduction of washup time to ten minutes at the Journal and its elimination entirely at the News. Other papers reduced it from 30 minutes to 15 in accordance with a concession by the ITU in last year's negotiations.

Powers told printers at the two papers to work in their street clothes and avoid getting their dirty by washing their hands frequently in view of the elimination of "reasonable time for washing up or changing clothes."

He said the News' refusal to allow any time for washing up means that printers there will be working longer hours than they did before the 74-hour day was reduced to seven.

Vote Set On Merger At Portland Reporter

Portland, Ore. — Stockholders of the Portland Reporter will vote April 21 on a proposed corporate merger to obtain additional financing that the paper's directors say "offers the only possibility of continued publication."

If holders of two thirds of the outstanding shares approve, the Portland Reporter Publishing Co. will be merged with a new corporation, the Portland Newspaper Publishing Co. (PNP), whose officers are three Portland businessmen and civic leaders.

The group is headed by Ricardo Maldonado of La Prensa, president of the Federation of Newspapersmen of Peru.

The Inter-American Federation of Working Newspapersmen's Organization helped arrange the trip.

The Peruvian federation is not a trade union, although its member organizations are attempting to form unions on several newspapers. To this end, the group requested Guild training in such fields as organizing, collective bargaining, union administration and related areas.

Associated with him as PNP directors are Walter H. Evans, former president of the Oregon State Bar Assn., and Howard Morgan, businessman and rancher, a member of the Federal Power Commission under the Kennedy administration and former state power commissioner.

All three men are members of the Reporter's present board.

In a letter to Reporter stockholders, Davis agreed not to allow his shares to fall, directly or indirectly, into the hands of S. I. Newhouse, publisher of Portland's other two dailies. Breach of this provision, he said, would expose him to a suit by any PNP stockholder.

The Reporter was founded in 1960 during the Portland newspaper unions' strike against the Newhouse-owned Oregonian and the Portland Journal.

Davis, who joined the Reporter's board of directors last October, provided one of the two \$25,000 loans that enabled the paper to resume publishing after a one-day suspension March 2.

The addition of Evans and Morgan to the board was announced two weeks later.

Several unions holding Reporter shares, including the Portland Guild and the Multnomah Typographical Union, the largest stockholder, have voted to approve the merger. Gene Klare, Portland Guild president, has written to all Guild locals holding Reporter stock, urging them to approve the merger; the Seattle-Tacoma Guild responded by sending \$500 for purchase of stock in the new company, when available.

Robert D. Webb, president of the Reporter Co., said the merger would provide capital to operate the newspaper for the rest of the year and, "in the estimation of the board, based upon expected progress of the Reporter, indefinitely thereafter."

Under the merger proposal, present Reporter shares, with par value of \$10, would be exchanged one-for-ten for nonvoting stock in PNP. However, this nonvoting stock would have preference over PNP voting stock in the distribution of assets in the event the company is liquidated.

Under Oregon law, a Reporter official explained, shareholders of a failing company cannot be given equal status with those of a successor company.

Davis would own a majority of the voting stock; an additional one fourth has been set aside for employee ownership through profit sharing or a pension plan, and about an eighth for future purchase by the present directors.

The new company also will offer a third, preferred stock. Only after dividends of 6 percent on the preferred stock and 7 percent on the exchanged Reporter stock have been paid will revenue be distributed to voting shareholders.

ANG To Aid Wire-Service Conference

New York City — Nine Wire Service Guild leaders, aided by ANG Collective Bargaining Director J. William Blatz, will meet here April 15 and 16 in the wire service local's first collective-bargaining conference.

The conference has been called by the local's representative assembly to prepare for forthcoming negotiations with Associated Press and United Press International.

It will represent, in the words of WIREport, the local's official publication, "the first concerted effort . . . to coordinate in advance of negotiations a bargaining program taking into account the related status and needs" of AP and UPI employees.

The conference, WIREport said, will not take over any authority held by the local executive committee or the AP and UPI national committees, which will continue to prepare contract proposals and select negotiators.

The course of negotiations, it said, will continue to be determined by local members through chapter and branch meetings, sectional conferences, letters, resolutions and questionnaire replies to the national committees.

Meanwhile, Robert M. Crocker, Wire Service Guild president, has written to AP and UPI asking for comment on Drew Pearson's December prediction that the two wire services will merge. Crocker said Guild members have been questioning local officials about the report.

The local is currently nominating candidates for delegates to ANG's 1964 convention and the UPI national committee. The nominations period closes April 20, and elections will be held May 1-20. AP national committee elections are now under way.

Gannett Purchases Ten Macy Papers

White Plains, N.Y.—The Gannett Co. last week bought the Macy chain of nine dailies and a weekly in some of New York City's richest suburbs for an undisclosed price.

The nine Macy dailies have a total circulation of 172,700 in Westchester and Rockland counties. They will be added to the existing Gannett group of 15 papers in New York, Connecticut, New Jersey and Illinois with a total circulation of 876,604 daily and 457,301 on Sunday.

Seven of the Gannett papers have Guild contracts; none of the Macy papers have any union contracts. An ITU strike against the Macy papers in December 1957 was lost after the large-scale importation of professional strikebreakers.

A Gannett spokesman said the staffs of the former Macy papers will be retained.

Noel Macy, proprietor of the chain together with his brother Valentine, was given the Yonkers Statesman by his father in 1924. Later other papers were bought, merged and expanded and other members of the family went into the business.

While the Macys refused to reveal the sale price or to give a reason for the sale, a friend told the New York Times that "Noel has social interests in Washington and Val has other business interests."

The Macy dailies and their circulations are the White Plains Reporter Dispatch, 32,821; Ossining Citizen Register, 7,821; Tarrytown Daily News, 6,116; Yonkers Herald Statesman, 43,824; New Rochelle Standard Star, 19,723; Mount Vernon Daily Argus, 18,830; Port Chester Daily Item, 15,027; Mamaroneck Daily Times, 8,749, and the Nyack Journal News, 19,790. The week-

ly is the Bronxville Review Press and Reporter, 3,850.

The Gannett group is represented in 12 cities: Rochester, Binghamton, Elmira, Ithaca, Malone, Newburgh, Niagara Falls, and Utica, N.Y.; Plainfield and Camden, N.J.; Hartford, Conn., and Danville, Ill.

Paterson Call Purchase Closed After 2 Months

Paterson, N. J.—Donald E. Borg, publisher of the Hackensack Record, became publisher of the Paterson Call April 1 with the closing of the paper's sale to Borg by Henry A. Williams III and the Williams family interests. The sale had been pending since Feb. 13.

Besides purchasing the Williams interests, Borg bought a 40 percent stock interest in the Call from Herman C. Salice, who handled the paper's classified advertising on a contract basis.

Former Guildsman To Assist Johnson

Horace Busby, a former Guild member at large, has joined the White House staff as a special assistant to President Johnson.

Busby, who had been writing a Washington newsletter for businessmen, was appointed last week. He worked with Johnson during his 1948 Senate campaign and later served on the staff of a Senate subcommittee which Johnson headed.

Busby was a Guild member while working for International News Service in Austin, Tex. in 1947 and 1948.

Busby's duties will include administrative matters, appointments and national security and preparedness affairs.

Complete Text Of Special Strike-Policy Committee's Report

Following is the full text of the Special Strike Policy Committee report to ANG's 31st Annual Convention in Long Beach, Calif., next July 13-17.

The Special Strike Policy Committee created by the 1963 ANG Convention met twice during the year at ANG headquarters in Washington, D. C., in February and in March.

The committee consists of John Thompson, Boston; M. Michael Potok, New York; Ray Matjasic, Cleveland; James White, Memphis; Jose Stell, San Jose; Eric R. I. Cawdon, Ottawa; and Secretary-Treasurer Charles A. Perlik, Jr., as appointed by the International Executive Board. At its first meeting Thompson was named chairman.

This is the report of the results of the committee's study of the assignment given it under the following convention mandate:

"That the convention authorize the IEB to appoint a special study committee to examine all aspects of ANG strike-lockout benefit policy, including the base for paying benefits, prerequisites for eligibility for benefits, and the schedule for assessments, and report the results of such study to the IEB and the 1964 Convention."

The Special Strike Policy Committee quickly reached three basic conclusions:

1. ANG's strike-lockout benefit schedule is no longer adequate to serve as a truly effective weapon in ANG's defensive arsenal; it needs substantial improvement.

2. Present resources are not adequate to support even a token improvement in the benefit schedule.

3. Experience in the winter of 1962-63 demonstrated that ANG lacks financial capacity to meet a major strike involving more than 1,000 members.

To overcome the liability represented by the first two of these conclusions, the committee turned its attention, first, to the third.

(Wherever the phrase "strike-lockout" is used in this report when describing benefits or the benefit schedule it is deemed to encompass the following definition adopted by the 1959 Convention: "Benefits shall be payable to eligible members in good standing who are affected by a labor dispute at their place of principal employment.")

Inadequate Defense Fund

ANG must stop paying lip-service to its million-dollar Defense Fund goal and take positive and dramatic steps in the direction of achieving it. Our experience has made it painfully obvious that the current rate of Defense Fund income is not only inadequate to provide progress toward the million-dollar goal, but it also is inadequate to sustain our current needs.

Those are timely words, indeed, in the spring of 1964, with the experience of the winter of 1962-63 behind us. But they also were timely when written, in the spring of 1959, as a part of the report of the 1959 Special Strike Committee to the 1959 Convention in New York. We haven't done enough about them.

The million-dollar Defense Fund will become a futile and empty gesture unless we do now, what we said we should do in 1959—stop paying lip-service to it. Indeed, this goal should be doubled, and this committee so recommends.

The plain, unvarnished truth is that, despite a record high Defense Fund of more than \$550,000 at the outset of the New York and Cleveland crises in December, 1962:

1. ANG was broke at the end of four weeks.

2. ANG then borrowed \$525,000 from friendly unions and was a total of \$700,000 in debt before the two situations were resolved, and \$1,378,401 had been paid in benefits.

3. ANG members in New York still were short-changed, since funds to pay them what ANG strike-lockout benefit policy entitled them to receive simply did not exist.

In short, ANG needs a million-dollar Defense Fund, and more, simply to meet the obligations imposed by its current commitments and benefit policies. And one of the lessons dramatized by the events of the winter of 1962-63 was the in-

adequacy of those strike-lockout benefits. As this report will subsequently recommend, these must be drastically improved and the money raised to assure their payment.

To move the union more swiftly and surely in the direction of reaching these goals, the 1964 Special Strike Policy Committee recommends:

Appropriate amendment be made to Article XVII of the ANG Constitution establishing one million dollars as the International Defense Fund floor effective Oct. 1, 1964; a \$1,500,000 International Defense Fund floor effective Oct. 1, 1967; and a two million dollar International Defense Fund floor effective Oct. 1, 1969.

Since it is clear from all current information that the assets of the International Defense Fund on Oct. 1, 1964, will be between \$700,000 and \$750,000 (always assuming no emergencies), legislation establishing the floor at one million dollars on that date automatically describes an emergency and triggers assessment machinery.

This committee calculates that two such assessments, for the months of October and November, 1964, at the assessment rate recommended hereafter, will, along with normal per-capita revenue, produce income sufficient to result in assets in the Defense Fund of one million dollars by Dec. 31, 1964.

Under present and planned per-capita structures, the normal growth of the ANG Defense Fund is approximately \$25,000 per month, \$300,000 annually. As can be seen from this, normal growth of the Defense Fund could assure achievement of the \$1,500,000 and two million dollar goals without necessitating additional assessments, even assuming strikes or lockouts of modest size.

Benefits And Inequities

In the crises of 1962-63 ANG simply ran out of money.

It drained the Defense Fund of its assets, \$550,000, borrowed \$525,000, and went into debt to the New York Local for \$180,000—but even so, it was broke in eight weeks and had to suspend benefit payments to its New York members. Fortunately, unemployment compensation became effective at that point and prevented widespread hardship and suffering, perhaps even catastrophe.

This must not happen again.

ANG's role in preventing repetition depends on two things: a substantial existing fund at the outset of such an emergency, a matter to which the first part of this report addresses itself, and an ability to maintain momentum, to keep our support rolling.

Only increased assessment authority will satisfy the latter of these.

This committee set forth to obtain an assessment schedule that would assure the International's ability to obtain at least \$100,000 monthly in new revenue when emergency circumstances commanded. Such an achievement would not only enable more adequate direct financing of a strike or lockout, but in the most severe circumstances such authority would almost double our capacity to borrow funds.

In the 1962-63 situation, ANG borrowings were, roughly, 10 times its monthly assessment income. Were this income increased to \$100,000 per month, ANG's borrowing power would be virtually doubled over that which prevailed in 1962-63. This would be a substantial help if history ever repeats itself in New York.

Yet another, virtually as important, consideration motivated the committee in this matter, that being the inequity of ANG's present schedule.

The current constitutional assessment schedule has not been revised since 1951, when highest reporter contract minimum in the Guild was \$125. A member so paid then was required to pay a \$3 assessment; he still has to pay only \$3 although the highest reporter top minimum has since climbed to \$180.

All other considerations aside, this is an imbalance which needs rectification. It is manifestly unfair to require the member earning \$100 a week to pay the same assessment as the one earning \$200 per week. Even if the increased revenue that would flow from a new assessment schedule were not desperately needed, a new schedule would be called for in the interest of eliminating these long-standing inequities.

To meet these twin objectives, the 1964 Special Strike Policy Committee recommends:

That the 1964 Convention adopt appropriate constitutional language incorporating the following schedule of monthly assessments which may be invoked by the International Executive Board under appropriate authority:

Weekly Earnings	Monthly Assessments
Up through \$49.99	\$1
\$ 50 - \$ 74.99	\$2
\$ 75 - \$ 99.99	\$3
\$100 - \$124.99	\$4
\$125 - \$149.99	\$4.50
\$150 - \$174.99	\$5
\$175 - \$199.99	\$5.50
\$200 and over	\$6

The committee feels, as a closing note on its discussion of the size, scope, and purpose of the ANG Defense Fund, that these thoughts from the report of the 1959 committee are well worth recalling to mind:

"All ANG members should clearly understand that fundamental to the concept of the ANG Defense Fund is the principle that a successful strike cannot be purchased. Sacrifice and devotion to cause are not available in the market place, yet without both no strike, no matter how well financed, will ever succeed. In large measure it is the faith, will and belief of our membership, expressed through collective action, which wins strikes."

"Our Defense Fund must be conceived as just one more tool among the many necessary to prosecute a successful strike. An essential tool, to be sure, for without it our ability to feed, shelter and clothe our members and their families would be placed in dire jeopardy. As a tool, it is not designed to stand side by side with the common objective of enabling our members to resist, in the best way possible, the financial pressures resulting from loss of income in strike or lockout situations."

"Conceived as it is, and administered as it must be, the fears of those that see a Defense Fund as an inspiration to strikes should be laid to rest; indeed, its very existence might discourage and deter strikes."

Adequacy Of Benefits

Improvement in ANG's strike-lockout benefit schedule is an unquestioned need.

Previous committees have recognized this but could find justification for proposing only modest, and in some cases no, increases in benefits.

The 1964 committee believes an improvement in the schedule—a substantial improvement—is warranted not only because it's needed but also because of the large buildup in Defense Fund financing recommended previously in this report.

The committee, however, issues an early warning: If the proposals made for building the

Assessment Schedules

Present	Proposed
Earnings	Assessments
Through \$30	\$1.50
\$30.01 - \$49.99	\$1
\$50 - \$74.99	\$2
\$75 - \$99.99	\$3
\$100 - \$124.99	\$4
\$125 - \$149.99	\$4.50
\$150 - \$174.99	\$5
\$175 - \$199.99	\$5.50
\$200 and over	\$6



JOHN THOMPSON
Strike Policy Chairman

size of the Defense Fund and for obtaining more money during an emergency are rejected by the convention, the committee cannot in good conscience suggest that the ANG Defense Fund can then afford the schedule of strike-lockout benefits herein being proposed. This, as has been said, is a package proposition.

Considering the gross inadequacy of the present benefit schedule, especially as it applies to single members or families without children or other dependents, the committee believes not much argument needs to be developed to justify a substantial increase. It, therefore, proposes:

1. That the 1964 Convention adopt the following international strike-lockout benefit schedule:

	A Week
Member with no dependents	\$35
Member with one dependent	\$45
Member with two dependents	\$50
Member with three dependents	\$55
Member with four dependents	\$60
Member with five and more dependents	\$65

90% of salary (after tax deductions), whichever is the lesser.

2. That at the end of the fifth week of the strike or lockout, with the fifth benefit payment, benefits at all levels be raised \$5 a week, with a resulting maximum of \$70; that at the end of the 13th week of the strike or lockout, with the 13th benefit payment, benefits at all levels be raised \$5 a week, with a resulting maximum of \$75. In both cases the 90 percent-of-salary-maximum (after tax deductions) applies.

Committee Urges \$2-Million Fund, Increased Benefits

(Continued from Page 1)

Present benefits are \$15 a week for single members or married members whose spouses are working and \$25 for married members whose spouses are not working, with an additional \$10 for each dependent up to a maximum of \$60.

The committee's recommendation calls for adding \$5 a week to benefits at all levels with the fifth week's payment and another \$5 with the 13th week's. The present schedule adds \$5 only with the fifth week's payment.

The committee recommended that the new benefits become effective immediately upon adoption, "conditional upon the convention's adoption of a program to finance the increased expenditures."

The committee's proposed assessment schedule calls for payments of \$1 a month for members earning \$49.99 a week or less; \$2 for those earning \$50 through \$74.99; \$3 for those at \$75 through \$99.99; \$4 for \$100 through \$124.99; \$4.50 for \$125 through \$149.99; \$5 for \$150 through \$174.99; \$5.50 for \$175 through \$199.99; and \$6 for \$200 and over.

3. That benefits on behalf of dependents be allowed on the basis of dependency claims made and allowed in filing under appropriate federal income-tax legislation and regulations.

4. That a striking or locked-out member be permitted to receive up to \$35 per week in state unemployment compensation or in earned income without it affecting his weekly benefit.

5. That locals be authorized to determine the basis for paying and the amount of benefits payable, to members employed part-time who are striking or locked out.

6. That previous policy denying benefits to members who receive vacation compensation during a strike or lockout be reversed and no offset for such compensation be considered hereafter. Such members must meet all other conditions of receiving benefits.

The committee recommends that the above improvements and policies become effective on adoption, always recognizing the committee's over-all view that improvements are recommended conditional upon the convention's adoption of a program to finance the increased expenditures.

At the outset of its consideration of present strike-lockout benefit policy, the committee was aware of the interest expressed by several in the possibility of converting ANG's benefit policy from a dependency basis to a percentage-of-salary basis.

Since their inception, ANG strike benefits have always been based on dependency. This committee examined this basis and concluded that the basis should not be changed at this time.

A mere subsistence level of benefits paid on the basis of a percentage of salary is far beyond the present capabilities of the ANG.

For example, the per-week cost of benefits paid by ANG in the New York and Cleveland strikes in 1962-63 was approximately 23 percent of the prestrike payroll costs for the members receiving those benefits.

Assuming that ANG was not in a position to spend any more money than it did for benefits in those strikes (it went broke, remember, paying even present benefits), a 23-percent-of-payroll benefit program would have left most families destitute. A member with a nonworking wife and three children who earned \$150 actually received, in ANG benefits, \$55 per week (up \$5 in the fifth week); a 23-percent-of-payroll benefit basis would have given him \$34.50 per week.

The commonly desired percent of payroll sought from a benefit schedule of this type is 50 percent of pay. Such a basis would have more than doubled ANG's costs in the 1962-63 strikes. ANG couldn't do it then; it hasn't the capacity now and probably won't have it for some years to come.

Also, since no Guild member contributes to the

ANG Defense Fund on a percent-of-pay basis, it is not inconsistent to base benefits on other than a percent-of-pay basis. The per-capita to ANG from locals is the same for every member employed full-time; so is that portion of the per-capita that goes into the Defense Fund. When the Defense Fund input is on a level basis, its outgo should be on a similar basis.

We must recognize, however, that salaries of our members have gone up yearly and will continue to do so. The hardships strikes impose will intensify as well, then, unless benefits also go up.

In an effort to offset this effect, this committee recommends that locals, where dues the member pays are, by and large, a percentage of his pay, give very serious consideration, when such payment is possible at all, to paying benefits supplemental to ANG's on a percent-of-salary basis.

The New York and the Cleveland locals both paid supplemental benefits. Both paid a flat amount to each eligible member, no matter what his salary or the number of dependents involved. In both cases the cost to the local of those supplemental benefits approximated 10 to 15 percent of the total payroll normally earned by the membership on strike or locked out.

The local, then, could adopt supplemental benefit policies providing 10 or 15 percent of pay as the supplement. Without additional cost, the total ANG-local benefit thus paid to the individual Guild member would have reached a much more meaningful figure in all but the most extreme cases.

To Meet Emergencies

It is well known to all delegates to the 1964 Convention that this committee petitioned the International Executive Board to continue the assessments until the convention, even though the assets of the International Defense Fund at the time did not require continuation in order to meet the constitutional minimum of \$500,000. The board, instead, terminated the assessments in March.

It is clear to the committee that most board members who opposed extension did so because they had good-faith doubts about the board's constitutional power to foresee, and provide for, a

future emergency. The committee foresaw these reservations, but it felt there was ample reason, need and authority to resolve any such doubt in favor of continuing the assessment for another three months, and a substantial minority of the board shared the committee's view.

The committee has no quarrel with the board majority. It recognizes that present constitutional provisions are very susceptible to the interpretation rendered by the majority. In the committee's view, however, any existing doubt or dilemma should be clarified and resolved by the convention.

The committee feels the IEB should have authority to levy or continue an existing series of assessments if, in the IEB's judgment, such action is warranted by prospective events. Trade unions are peculiarly required to foresee emergencies and to plan accordingly, and this union is especially enjoined to read its recent history with care and concern, a history that eloquently testifies to past failures to plan for future emergencies.

If it is the view that ANG constitutional authority does not now exist for the IEB to respond as it was asked to do last February, then this committee believes the 31st Annual Convention should provide such authority, and it so recommends.

As its final word, the committee would like to offer its salute to the entire American Newspaper Guild membership for the stamina and perseverance it showed in pulling the union out of the financial hole into which events of the winter of 1962-63 tumbled it. It was a major test, and the membership took it, as horse-race fans say, going away.

If adopted, this report will require a new effort on the part of our members. They'll supply that effort without even drawing a second breath, if the strides used to take the measure of the last crisis are any yardstick.

This is a unanimous report. The committee approved its release on April 10, 1964, so that more than three months' time was available for the fullest possible discussion of its content and recommendations before the 1964 Convention began. The convention has no reason for failing to deal effectively and competently with these challenging problems.

Strike-Lockout Benefits

	Present	Proposed
No dependents	\$15	\$35
One dependent	\$25	\$45
Two dependents	\$35	\$50
Three dependents	\$45	\$55
Four dependents	\$55	\$60
Five or more dependents	\$60	\$65
Additional benefit with 5th week	\$5	\$5
Additional benefit with 13th week	\$5	\$5

ule, the committee pointed out, has not been increased since 1951, when the highest reporter top minimum in the Guild was \$125 a week.

"A member so paid then was required to pay a \$3 assessment," the committee said. "He still has to pay only \$3 although the highest reporter top minimum has since climbed to \$180."

"All other considerations aside, this is an imbalance which needs rectification. It is manifestly unfair to require the member earning \$100 a week to pay the same assessment as the one earning \$200 a week."

In urging a constitutional amendment allowing the IEB to levy assessments to meet prospective emergencies, the committee cited the feeling of the IEB majority that it lacked authority to take such action last month when the committee urged that the recent series of assessments be extended through June.

"The committee feels that the IEB should have authority to levy or continue an existing series of assessments if, in the IEB's judgment, such action is warranted by prospective events."

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

Noting that suggestions have been made to change ANG strike-lockout benefit policy from a dependency basis to a percentage-of-salary basis, the committee said it had concluded that a subsistence level of benefits paid on a percentage-of-salary basis "is far beyond the present capabilities of ANG."

Citing the fact that weekly benefit payments in the 1962-63 New York and Cleveland strikes were approximately 23 percent of prestrike payroll costs for members receiving them, the committee said a 23-percent-of-payroll schedule "would have left most families destitute."

"The commonly desired percent of payroll sought from a benefit schedule of this type is 50 percent of pay," the committee said. "Such a basis would have more than doubled ANG's costs in the 1962-63 strikes. ANG couldn't do it then; it hasn't the capacity now and probably won't have it for some years to come."

However, the committee, noting that strike hardships will be intensified if the year-by-year increase in members' salaries is not matched by an increase in benefits, urged that locals consider paying supplemental benefits on a percentage-of-salary basis.

Local benefits paid during the New York and Cleveland strikes added up to from 10 to 15 percent of the recipients' total salaries, the committee pointed out.

In such cases, the committee said, the local could adopt supplemental benefit policies based on 10 to 15 percent of salary.

The committee said it was releasing its recommendations three months in advance of the 1964 Convention next July 13-17 in order to allow the "fullest possible discussion of its content and recommendations."

Catholic Unit Resists Management Attack

(Continued from Page 1)
he leaves his desk." Whitehead was charged with having engaged in a personal conversation with a proof-room employee on two occasions.

The proof-room employee later was forced to resign after being taken off the evening shift and transferred to a shift that the company knew it would be difficult or impossible for her to work, the Guild said. A second unfair-practices charge has been filed over this action.

Whitehead's discharge and the transfer of the proof-room employee followed closely a grievance meeting at which the Guild was represented by Smith and Whitehead. Among the grievances were reassignments that moved Guild members out of the bargaining unit and the halting of coffee breaks for the proof room.

The Register Unit was formed at a meeting in Whitehead's home in May 1962, when a majority of editorial employees signed Guild representation cards. The Register demanded an NLRB election, which the Guild won, 13-12, despite considerable management pressure on employees.

Archbishop Vagnozzi, apostolic delegate to Washington, informed of the Register unit's recognition, wired Whitehead the "paternal apostolic benediction" of Pope

Guild Leader Is Reinstated

Denver, Colo. — The Denver Guild has withdrawn unfair labor-practice charges against the Denver Post following the Post's agreement to withdraw a notice of dismissal to an employee involved in organizing circulation dealers.

The Post also agreed to put up notices stating that it will not interfere with its employees' rights to organize. A Guild petition to represent the 13 dealers is being considered by the National Labor Relations Board. The company claims the men are independent contractors.

John on Guild members, their work and their families and his acknowledgment of the "expressed loyalty" of the members.

The archbishop's telegram evoked what Guild officials called a "wrathful letter" from Msgr. Cavanaugh, who summoned employees to a meeting four days after the election to tell them that establishment of a union had not increased their job security and to indicate that he considered the establishment of the union an act of disloyalty.

Examiner Absolves Mirror Of Charges

(Continued from Page 1)
foreclose themselves from resort to the board on any conceivable or inconceivable issue not embraced in the agreement, and I find the language used here sufficiently clear and unambiguous to accomplish that purpose.

"Having found that the parties had bargained in an atmosphere not entirely free from fear of sudden death, and that they included in their agreement not only the provisions for compensation in the event of that unhappy conclusion but also the 'zipper' clause, I hold that not only was there an implied but a direct, written and unconditional waiver of the right to notice of or consultation on any decision to suspend

publication," Funke concluded. The NLRB's general counsel had urged the examiner to award the Mirror's 1,600 displaced employees back pay from the time of the suspension until their acquisition of new jobs. Funke termed the recommendation "punitive in the extreme" in view of the Mirror's payment of severance obligations.

New York Guild attorney Eugene Souffert said the Guild will take exception to the ruling, a step that will bring it before the full NLRB for review. The three other union locals involved will also file exceptions, it was reported, and the NLRB's general counsel said his office will study the possibility of similar action.

Right To Outside Work Declared 'Fundamental'

(Continued from Page 1)
to quit his part-time job at J. M. Fields' store in Lowell last August. He is to continue to receive the lost pay until management notifies him that he is free to resume his outside work.

The case arose in a dispute over the meaning of the "outside activities" clause in the Guild's contract with the Lowell Sun. The Sun contended there was a conflict of interest since some competing advertiser might be suspicious of Foye's employment by Fields.

Said Hogan: "Close examination of the record reveals no evidence that Foye's job at Fields interfered with his duties to the publisher. There is no evidence that any of Fields' competitors complained of Foye's job at Fields or that anyone else complained.

"The arbitrator cannot properly rule for the publisher because the publisher believes that competitors of Fields might be suspicious

of Foye, however wrongfully, where there is no evidence that they were suspicious."

He pointed out that the publisher's and advertiser's only fundamental protection against a "leak" of advance advertisement information was Foye's honesty. "This would be true whether Foye worked at Fields or not," he said. "An advertising representative might have a close friend to whom advance information concerning his competitor's prices might be valuable. Or his wife, or a close relative, might work for a competitor of one of the Lowell Sun's accounts.

"This might be known to the competitor. He might become suspicious. Would the employee then have to quit his job at the Sun? Or would his wife have to quit her job?

"Depending on the facts, 'suspicious' may not control. More certainly, the fear that someone may become suspicious cannot control. . . ."

Among Ourselves

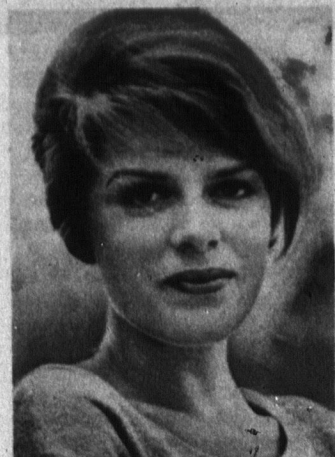
Sam B. Eubanks, former ANG executive vice president, has been promoted to assistant director of the U.S. Labor Department's Office of Labor-Management and Welfare-Pension Reports, in charge of technical assistance.

Prior to the recent merger of the two offices, he was chief of the labor-management bureau's technical assistance division.

In his new post, Eubanks will be responsible for helping union officers, employers, labor consultants and welfare and pension-plan administrators fulfill their reporting responsibilities under the Landrum-Griffin and Welfare and Pension Plans Disclosure acts.

Eubanks was the Guild's executive vice president from 1941 to 1951 and then served as executive secretary of the San Francisco-Oakland Guild for ten years.

Eight Guild members are among reporters and photographers to receive 1963 awards



OUR FAIR LADY: Michelle Evans, the New York Guild's Miss Page One for 1962 and New York labor's Miss Union Maid last year, who has left her job as a secretary at the New York Times for a leading role in "To Broadway With Love," a musical to be presented at the Texas Pavilion of the New York World's Fair.

Washington Guildsman Bernard Noszter, who recently completed study under a Nieman Fellowship, is the author of "The Mythmakers: An Essay on Power and Wealth," newly published by Houghton Mifflin. . . . And McGraw-Hill is publishing San Francisco-Oakland Guildsman J. Campbell Bruce's "Escape from Alcatraz," the story of three convicts who tunneled their way out of "The Rock" in 1962.

from the National Headliners Club. The recipients include Samuel

Stifford of the Washington Daily News, co-winner of ANG's 1963 Heywood Brown Award, for his series of articles on abuses in surplus-food distribution.

Other winners include Lou Grant of the Oakland Tribune, editorial cartoons; Robert Smith of the Chicago Daily News, sports writing; William Longgood of the New York World-Telegram & Sun, feature writing; Benish Schacht, of the St. Louis Globe-Democrat, column writing; Mel Finkelstein of the New York Journal-American, spot news pictures; Laura Bergquist of Look magazine, magazine feature writing; and James Marlowe of Associated Press, news-interpretation.

Washington Guildsman Bernard Noszter, who recently completed study under a Nieman Fellowship, is the author of "The Mythmakers: An Essay on Power and Wealth," newly published by Houghton Mifflin. . . . And McGraw-Hill is publishing San Francisco-Oakland Guildsman J. Campbell Bruce's "Escape from Alcatraz," the story of three convicts who tunneled their way out of "The Rock" in 1962.

SEAGRAM DISTILLERS COMPANY, N.Y.C. BLENDED WHISKY. 50 PROOF. 40% GRAIN NEUTRAL SPIRITS.

Entertain with
The Great Entertainer
and no one will question your taste



A word to hosts: 7 Crown entertains more people than any other brand in history.

That says a lot about its appeal. To be first choice in a nation with thousands of brands, it has to be good.

It's so good all by itself that it makes more kinds of delicious drinks than any other whiskey. That's also a fact.

That's why 7 Crown and only 7 Crown can be called The Great Entertainer.

Say Seagram's and be Sure

Optical Scanner Wed To Computer To Produce Chronicle Pay Checks

An "optical scanner" that reads pencil notations made by payroll clerks and translates them into punch-card symbols for use by a Univac 1004 computer is in operation at the San Francisco Chronicle.

The process bypasses the usual step of having a key-punch operator punch information directly from source documents. The company uses the knowledge of payroll clerks instead of teaching key-punch operators to compute payroll information.

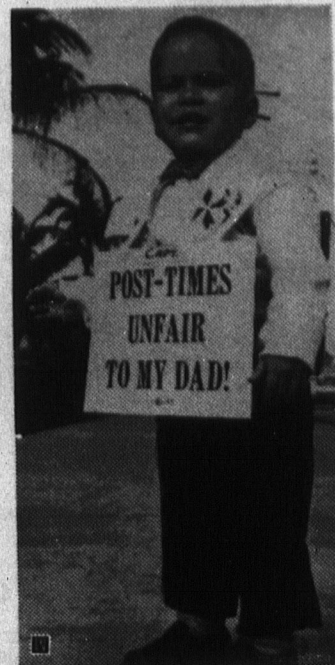
The clerks mark basic wage information on cards in pencil. The scanner reads the marks and punches the card as directed, rejecting any card that lacks some of the information it should carry.

The scanner reads and punches about 200 cards per minute and prepares them for the computer, which calculates and writes payroll checks.

While the Univac 1004 is used only for business operations, the Chronicle also sets about 30 percent of its body type by means of perforated tape justified by an IBM 1620 computer installed Feb. 15. The Chronicle has bought six new Linotype Elektrons to handle the computer tapes.

Meanwhile, the San Francisco Examiner has installed an NCR 390 computer for general office use. Guild members are being trained in the machine's use.

The Kansas City Star, also installing an IBM 1620 to serve 12 linotyping machines, is planning to add a disc storage unit that will store thousands of classified ads for future reference.



LOWER CASE: Two-year-old Shawn Rankin joins ITU picket line at the West Palm Beach Post-Times to dramatize the union's six-month-old strike against the announced layoff of 30 printers following installation of a computer.

Star General Manager Frank McKinney said the paper will explore new methods of applying the computer to faster photo-composition processes.

Classified ads, he said, can be coded, alphabetized and grouped by category in the disc file. When a page is ready for makeup, the

ads are brought out of storage, passed through the computer, and the paper tape fed into a photo-composition machine. Full columns of ads then can be stripped into place and an entire eight-column page photographed at one time.

The Harris-Intertype Corp. this week introduced a new electronic photographic typesetting system that the company claims is 50 percent faster than any on the market.

The system consists of a keyboard unit that prepares copy in punched-tape form for use in a high-speed print-out device. Both units have built-in digital computers, and each print-out unit is capable of handling the tape output of up to six keyboard units.

Two glass discs inscribed with 480 characters whirl past a camera lens at a speed of 2,400 revolutions per minute, or 70 miles an hour. The print-out unit selects each character to be used and transcribes it during a microsecond burst of high-intensity light.

The device can produce 20 type characters a second on film or photographic paper, equivalent to 22 justified lines per minute in standard newspaper column-width.

The Line-O-Proof, new short-cut device for composing-room use, has been introduced by an Illinois firm. Attached to a line-casting machine, the device automatically feeds a roll of specially treated paper so that as each slug drops into place, a slight contact pressure produces a double set of proofs for instant use in corrections or makeup.

Syndicates Quizzed In Antitrust Probe

The Justice Department's Antitrust Division has begun an investigation of newspaper syndicates to determine the extent of discriminatory practices in the field.

The department said it is probing such practices as the granting of exclusive territorial rights to features, and discriminatory preferences in favor of certain publishers.

Asst. Atty. Gen. William H. Orrick, Jr., has asked the syndicates to produce a wide range of documents, including complete files of their contracts, their financial rec-

ords and the records of any contacts between representatives of one syndicate and another.

Editor & Publisher this week quoted syndicate officials as claiming they "clearly can't fully comply with the government's demands for documents because of the sheer volume."

"Evidently the government hopes to prove we sell exclusive territorial rights to features," one official said. "That's exactly the business we are engaged in, and we have nothing else to sell. We could not stay in business six months without exclusivity."

Last year Loyal Phillips, former editor and publisher of the St. Petersburg (Fla.) Independent, told the House Antitrust Subcommittee that the sale of his paper to the rival St. Petersburg Times was forced by the fact that the Times and other newspapers had obtained exclusive rights to syndicated material they never used, keeping it from the Independent.

More recently, the Lima (Ohio) Citizen accused three advertising services of conspiring with the rival Lima News to deny the Citizen advertising mats under an exclusive arrangement. The suit was settled out of court, but the Justice Department is still investigating possible antitrust violations in Lima.

Murphy Under Knife
New York City — Thomas J. Murphy, executive vice president of the New York Guild, is convalescing at home after minor surgery March 30 in St. Johns-Queens Hospital, Elmhurst.

Prof. G. Lasher, 78; Saw Guild Teacher's Pet

Buffalo, N.Y. — George Starr Lasher, founder of the Ohio University School of Journalism, who once credited the Guild with improving the conditions of journalism teachers as well as newspapermen, died here last month at 78.

Lasher, who was director of the Ohio journalism school for 27 years, told a group of Guild leaders here several years ago that the Guild's achievements in improving newspaper salaries and working conditions had compelled journalism schools to match the improvements for their faculty members.

Had the schools failed to do so, Lasher said, he and other journalism teachers would have gone back to newspaper jobs.

Lasher was the father-in-law of Kenneth A. Barnett, past president of the Buffalo and Gary Guilds.

Lasher worked on the Kalamazoo Gazette, the Grand Rapids Press and the Grand Rapids Herald, all in Michigan, before founding the Ohio journalism school in 1924. He had been dubbed "Mr. Journalism" by Editor & Publisher for his contributions to the field of journalism education.

Lasher's innovation in taking journalism students out of their classrooms and putting them to work on a community daily, the Athens (Ohio) Messenger, was considered his major contribution to journalism education. His achievements in the field won him a commendatory resolution from the Ohio Assembly in 1949.

'A Reporters' First Lady'

The following letter, written by Grace Robinson, New York Daily News reporter, accompanied her contribution to the Eleanor Roosevelt Memorial Fund, a contribution made despite the fact that she is an unpaid club leaver.

Enclosed is my check for the Eleanor Roosevelt Memorial Foundation. As a reporter for the New York Daily News, I covered Mrs. Roosevelt's activities in Washington constantly in the early days of the Roosevelt administration. I also covered them sporadically in later years.

Of all the action's union membership, none should be more eager to help this Foundation than the reporter-members of the American Newspaper Guild. Mrs. Roosevelt was a reporters' First Lady.

She made herself available to the feminine press at weekly conferences and often between conferences. She made news—not for the sake of making news but because her activities were newsworthy.

The teen-agers may not have imitated her coliffure, but the unfortunate and the abandoned benefited from her kind heart.

Her clothes may not have created a fashion vogue—she had no Paris gown—she purchased most of her wardrobe simply at Arnold Constable's in New York. But she used her high position always for good, and the world of workers is better for her having lived.

All this she did without sacrificing any of the dignity which adheres traditionally to the White House role.

I hope that Guild members will contribute freely to the Foundation to memorialize Eleanor Roosevelt, truly first and truly a Lady.

Mailers Seek To Capture Guild's Unit In Elizabeth

Elizabeth, N.J.—A new representation petition seeking to capture the North Jersey Guild's entire unit at the Elizabeth Daily Journal has been filed by the ITU Mailers' Newark local.

The petition, purporting to contain the names of 30 percent of the employees covered by the Guild bargaining unit, was submitted by the Mailers in the midst of contract negotiations between the Guild and the Journal. Guild representation covers the editorial, advertising, business, circulation and maintenance departments.

The National Labor Relations Board notified the AFL-CIO last week that it will delay action on the petition for 30 days to give the federation's internal-disputes machinery an opportunity to resolve the conflict.

Previous Mailers' petitions seek-

ing to represent first Journal mailroom and then circulation employees have been dismissed by the NLRB on the grounds that these units were not separable. The Mailers also had sought unsuccessfully to intervene in an NLRB proceeding initiated by the Journal to eliminate supervisory employees from the unit.

Pontiac Press Vote Set For April 23

Pontiac, Mich.—The National Labor Relations Board will conduct an election April 23 to decide whether the Detroit Guild is to represent 34 editorial employees of the Pontiac Press.

The election was ordered after a March 31 NLRB hearing at which the Press contended to the election.



From the issue of April 4, 1964:

ALASKA COVERS ALASKA

To "America's Farthest North Daily Newspaper," the Fairbanks Daily News-Miner, the Alaska earthquake was a major story—with many obstacles. Communications were almost totally blocked out. Distances were remote. But planes, ingenuity and sleepless nights teamed up to do a superb job. Newspapersmen at their best, and you read all about it in EDITOR & PUBLISHER.

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

To start benefiting at once from the information in each issue of E & P, just return the coupon below for a FREE 4-week trial!

EDITOR & PUBLISHER
850 Third Avenue
New York 22, N.Y.

☐ Please rush my first copy of E & P under generous 4-week trial at no cost to me.
☐ I prefer to enter my year's subscription at once. Check for \$6.50 is enclosed entitling me to 4 additional issues at no extra cost.

NAME _____
POSITION _____
NEWSPAPER OR COMPANY _____

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

Editorial

The Mirror: The Agony...

Ignoring precedent, a National Labor Relations Board trial examiner has concluded that the New York Mirror was not guilty of refusing to bargain with its employees over its decision to cease publication. On the contrary, the examiner said, during the last contract negotiations the unions waived their right to bargain on the question by providing for severance payable on the Mirror's suspension and then agreeing to a "zipper clause" stating that conditions of employment had been fully bargained and settled for the term of their contracts.

In his recommendation to the NLRB, the examiner paints a picture of the Guild and the other unions hastening at the last minute to provide their members with specific contract protection against the possibility of the Mirror's closing.

The picture, while vivid, is not true.

The Guild's severance-pay clause was not suddenly negotiated when the Mirror lay on its death bed, nor does it apply only in the event of suspension of publication; like those of the other unions, it is a provision of long standing, and its inclusion in the last renewal of the Mirror contract should in no way satisfy management's established obligation to bargain over a decision to close down and over that decision's effect on its employees.

Moreover, the NLRB, which will review the Mirror ruling, has held that more than terms of the death bequest are involved in an employer's duty to bargain over termination of its business. The funeral itself may be avoidable. As a board attorney put it at the Mirror hearing: "The board has held that experience has shown that candid discussion of problems between labor and management often results in their resolution."

It is no answer to say, as the trial examiner did in the Mirror case, that such discussion, aimed at saving the jobs of 1,600 employees (as well as a newspaper), was "foreclosed" by the presence of a "zipper clause" in the Mirror contract. Whatever the meaning of the "zipper clause," it clearly was not designed to waive the Guild's right to bargain over the ultimate and unforeseeable questions posed by management's suddenly announced decision to cease publication and abruptly terminate its employees' jobs.

...And The Ecstasy

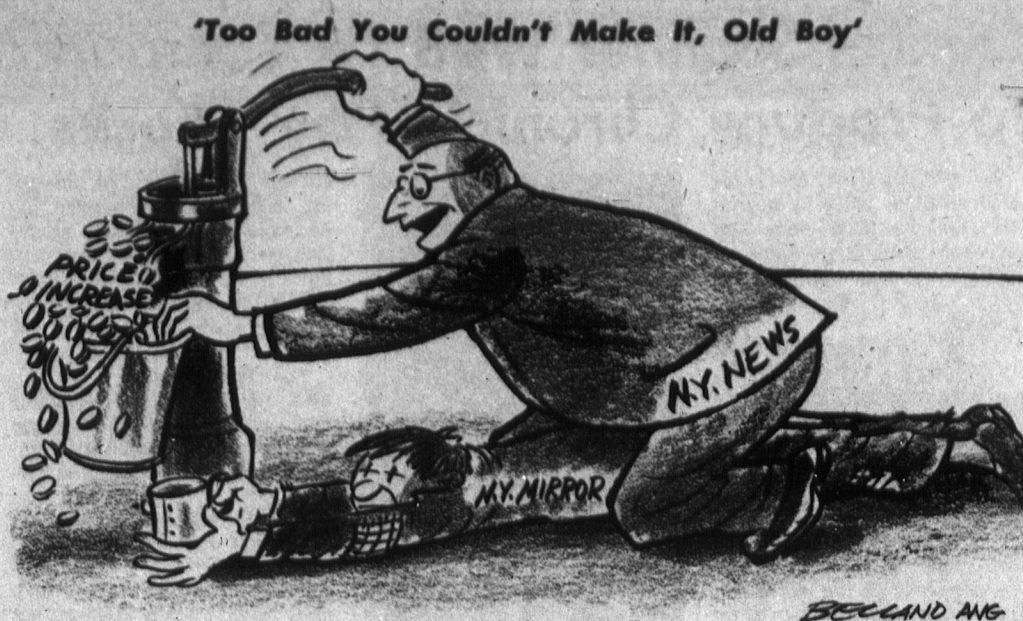
The Mirror suspended publication six months ago, citing a growing gap between costs and revenue. Guild leaders charged that the rival Daily News shared responsibility for its death because of The News' refusal to raise its nickel-a-copy newsstand price.

A few weeks later, William Randolph Hearst, Jr., terming newspaper competition a sometimes "brutal and cruel thing," said the Mirror's death would now make it possible for the News to raise its price to "six, seven cents or even higher."

Not long after, the News raised its Sunday price from 15 cents to 20. This week the other shoe finally dropped. The News announced an increase to seven cents in its daily price.

A two-cent increase in its daily price and a five-cent boost in its Sunday price would have yielded the Mirror approximately \$6,500,000 a year, without allowing for a possible circulation loss resulting from the increase. That would have been four million dollars more than the Mirror said it lost last year.

But the Mirror isn't here to enjoy it. Only the News is.



DATELINE: WASHINGTON

Continent's Destiny May Depend On Brazil's Resilience

By WILLARD SHELTON, Washington Guild



Nobody can guess the immediate future of Brazil now that a revolt of powerful state governors and the military has hurled President Joao Goulart into exile. But the importance of Brazil as the leading nation of South America is indisputable—a country with a self-generating and self-sustaining economy, with the largest population south of the Rio Grande and borders that impinge on the frontiers of almost every other country of the continent.

"Stay in this country for three days and you will know all about it; stay any longer and you will be confused," said one Western diplomat to this reporter last September.

The impressions that remain after a four-day visit are of a tremendously vital people—warm, friendly and energetic—who are absolutely the key to the continent, to the Alliance for Progress, to the future of Latin democracy, and of a people most shamefully misused by the hereditary landowners and most of their politicians.

"Cuba under Castro is an embarrassment to the United States," remarked another Western diplomat. "But Brazil is a key to world power. If it tips Communist, the whole world balance of power would tip, as when Lenin and Trotsky seized control in Russia, as when China went Communist. And all of South America would go Communist in its wake."

It hasn't tipped Communist yet, and Goulart's departure presumably removes a source of infection, though it is the grossest oversimplification to label the ousted president as "pro-Communist." He is merely a wealthy man backed by big-city unions, the structure of which was taken over bodily from the Fascist system of Benito Mussolini.

He appeared to many as seeking to build his political future on a kind of Peronism, in which wage rates went up by decrees, the country's financial reserves were squandered and the currency became so wildly inflated as to be meaningless.

The poverty and illiteracy hanging over the land like twin curses are a reproach to Brazil's politicians, her tax-dodging businessmen, and the natural leaders who should emerge from her people. South from Rio's magnificent

harbor the modern superhighways lead to Copacabana Beach, where the rollers of the South Atlantic sweep in from Africa, and where 850,000 of the well-heeled live in high-rise modern apartments.

Drive up almost any road to the top of the nearest mountain and across a steep valley you can see the squatters' villages, the favelas, where shacks reminding you of nothing but the Hoovervilles of this country's Great Depression house tens of thousands of Brazilians fled from the rural areas to the doubtful benefits of pseudo-urban living—no running water, no inside toilets, but an escape from the interior landowners.

Sao Paulo in the south is a stupendous city—a fabricating center with Kaiser, Maseratti, Philco, Ford and Volkswagen factories and assembly plants, with a couple of hundred high-rise office buildings and apartments and another couple of hundred under construction, and a population growing by tens of thousands a year.

"They've got lots of good laws, including tax laws, but nobody really pays taxes," remarked one member of a Western embassy.

He himself rented a high-rise Copacabana apartment for \$190 a month; the landlord's only condition was that he sign a lease-form showing rent at 50 quantas, which at the exchange rate was about \$50 a month, and that's all the landlord paid taxes on.

The dockworkers at Santos operate through a shapeup—and it is a closed union, with the members hiring laborers to do the work and to sign fake papers certifying they are paid the legal minimum wage.

One woman in the American colony remarked, as the cruzeiro

began its fastest plunge into worthlessness, "Everyone here is waiting for something to happen—the Brazilians, the Americans, everybody."

"I'm considered a liberal back home—not any species of Socialist. But these people are in a hurry. They can't wait to let private enterprise do everything, and a lot of things they can't wait for at all."

A long-time businessman with a North American background remarked, "I've seen these people slide to the verge many times and then pull back. Whether they will do it this time we don't know. But I have great faith in the Brazilian people."

He went on to observe that the Communists, as elsewhere in the world, are divided now into Russian and Chinese-influenced groups—and the Soviet-dominated bloc pulled in its horns after an abortive "sergeants' revolt" last year and began to regroup for a long-range plan. "Time is on our side," they thought.

The Chinese bloc took a fire-eating attitude, he said, and advocated more instant revolts and rebellions. "I think the Chinese were right," the diplomat remarked, "and that time is on the side of the Brazilians—that they will manage to get some kind of bourgeois welfare state, with reforms, which I like very much. I'm optimistic."

"Still the real problem is to make it through the next two years with political stability, for a peaceful transfer of power from Goulart to a constitutionally elected new president in 1965. The country's at or beyond the take-off point industrially. But I'm not at all sure Goulart can make it."

He didn't.

The Guild Reporter

ELLIS T. BAKER, Editor

and
Director of Research & Information

DAVID J. EISEN, Associate Editor

Published by the American Newspaper Guild (AFL-CIO, CIO), the second and fourth Fridays of each month at 1126 16th St., N.W., Washington, D. C. 20036. \$3 per year. Single copies 15c.

Guild Reporter deadline at 1126 16th St., N.W., Washington, D. C. 20036: letters, advertising and features the Friday preceding publication date; news, Monday preceding publication. Returns Requested

Vol. XXXI, No. 8

April 10, 1964

American Newspaper Guild

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

PRESIDENT: ARTHUR ROSENSTOCK

EXECUTIVE VICE PRESIDENT: WILLIAM J. FARSON

SECRETARY-TREASURER: CHARLES A. PERLIN, JR.

REGIONAL VICE PRESIDENTS: Region 1—Daniel A. McLaughlin, 111 Maple St., West Orange, N. J. 07061; Region 2—Richard P. Lane, 81 N. Reese St., Memphis, Tenn. 38111; Region 3—James B. Woods, 7137 Princeton Ave., St. Louis, Mo. 63130; Region 4—Robert J. Hickey, 1824 Trenton Dr., San Jose, Calif. 95124; Region 5—Edward Easton, Jr., 48 Christopher St., New York, N.Y. 10014; Region 6—William H. McLennan, 4289 Dollar Rd., North Vancouver, B.C.

AT-LARGE VICE PRESIDENTS: Jack Dobson, 42 Lorigan Dr., Willowdale, Ont.; George M. Muldowney, 481 Avenida Dr., West Edin, L.I., N.Y. 11761; Kenneth E. Rieger, 5589 Fryer Ave., Toledo, Ohio 43615; Marshall W. Shilens, 5813 Chaspen Ave., Berkeley, Ill. 60163; Noel Wiesel, 7764 Dahlia Dr., Hunter, Ohio 44009; Harvey H. Wines, 1125 Hamilton Lane, Burlingame, Calif. 94011.

DIRECTOR OF COLLECTIVE BARGAINING: J. William Blais. EXECUTIVE SECRETARY, CONTRACTS COMMITTEE: Stephen Ripley. INTERNATIONAL AFFAIRS REPRESENTATIVES: John K. Sloan, Ronald A. Watts.

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



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

My copy of the Guild Reporter for

April 10 arrived _____ 1964.

Name _____

Street & No. _____

City _____

State or Province _____

THE GUILD REPORTER

OFFICIAL ORGAN OF THE AMERICAN NEWSPAPER GUILD (AFL-CIO, CLC)

Vol. XXXI, No. 9 Washington, D. C. April 24, 1964



STRATEGY BOARD: Plans for bargaining with Associated Press and United Press International are drafted at the Wire Service Guild's first collective-bargaining

conference. From left are J. William Blatz, ANG director of collective bargaining; Robert Crocker, local president; Harry S. Culver, secretary-treasurer, and Raymond A. Mann, administrator.

Youngstown Wins \$9, Job Security; NLRB Rules Against Vindicator

Youngstown, Ohio—A wage package of \$8.70, automation protection, extended vacations and other major gains have been won in a new two-year contract between the Guild and the Youngstown Vindicator.

The contract gains, greatest that the Youngstown Guild has achieved in recent years, followed a strike vote adopted with only two dissenting votes.

The \$8.70 wage package will give employees a general increase ranging from \$3.75 to \$5 the first year and \$3.50 to \$4.50 the second. In addition, the contract provides:

► A prohibition against dismissals resulting from the introduction of new equipment, with the company required to give the

And Inside . . .

\$180.50 top minimum for reporters won at St. Louis Post Dispatch . . . Page 3
Four-week vacations become the rule in Guild contracts as leisure grows . . . Page 11

Guild at least three months' notice of any such equipment that is expected to reduce the force by attrition.

► A strengthened job-security clause requiring arbitration of dismissals.

► An increase in publisher-financed hospitalization benefits from \$15.50 to \$19.50 a day, as (Continued on Page 10)

ANG Seeks Appeal

Court Throws Out Defender Charges

Chicago, Ill.—The U.S. Seventh Circuit Court of Appeals last week set aside a National Labor Relations Board order requiring the Chicago Defender to reinstate 58 discharged Guild strikers and award them \$825,000 in back pay.

The panel of three judges held that the Negro daily was not

"A Serious Threat" . . . Page 12

guilty of unfair labor practices despite its refusal to open its books to substantiate a claim of inability to pay, its farming out of mechanical work during a subsequent Guild strike in 1961 and its refusal to rehire 58 discharged strikers.

The court reversed the board on all counts. It held that the Defender was justified in limiting the Chicago Guild's access to finan-

cial data, in subcontracting mechanical work without bargaining and in offering to reinstate only 33 of the 58 strikers.

ANG Executive Vice President William J. Farson announced that the Guild will ask the AFL-CIO to join it in a request that the NLRB appeal the decision to the Supreme Court.

"The interests of the labor movement as a whole are threatened if this decision is allowed to stand," Farson said. "The ruling seriously weakens unions' established right to verify management claims of inability to pay and reinforces another lower-court decision that a company need not bargain over subcontracting work during a strike."

Justin F. McCarthy, Jr., executive director of the Chicago Guild, (Continued on Page 10)

Youngstown, Ohio—Despite individual contracts defining them as independent contractors, 33 Youngstown Vindicator distributors are actually employees entitled to union representation, the National Labor Relations Board ruled last week.

Acting on a petition by the Youngstown Guild, the board ordered a representation election including the distributors and 12 other outside circulation employees on May 7.

The board said that the fact that the distributors had entered into individual contracts did not make them independent contractors under the law.

It said the decisive test was whether the paper retained the right to control the means by which the supposed contractors achieve their results.

"Where the person for whom the services are performed retains the right to control the manner and means by which the result is to be accomplished," it said, "the relationship is one of employment."

Where control is reserved only as to the result sought, the relationship is that of an independent contractor.

In the case of the Vindicator, the board said, the employer has exercised "substantial control" over the means as well as the result of the distributor's work.

"In accomplishing this result," the board declared, "the distributor bears little resemblance to the

(Continued on Page 10)

BULLETIN

Pontiac, Mich.—The Detroit Guild won the right to represent editorial employees of the Pontiac Press yesterday, winning a National Labor Relations Board election, 18 to 15 with one ballot challenged.

(Continued on Page 10)

16 Gary Jobs Lost As 4-Month-Old Sentinel Gives Up

Gary, Ind.—Sixteen Guild members, including eight employees of the evening Post-Tribune, were dismissed when the Gary Printing & Publishing Co. suddenly ceased publication of its new morning paper, the Northwest Indiana Sentinel, on April 11, just four months after it was begun.

WSG Seeks Major Gains At AP, UPI

New York City—A Wire Service Guild collective-bargaining conference last weekend recommended a comprehensive program to enable the local to break out of pre-set bargaining patterns that have characterized past negotiations with Associated Press and United Press International.

The conference, the first of its kind in Wire Service Guild history, unanimously recommended the following steps:

► The hiring of a temporary full-time staff member to prepare negotiating material and to conduct an information campaign among local members prior to and during bargaining.

► An acceleration of the bargaining tempo, with completion of contract proposals by the AP and UPI national committees at their summer meetings instead of in the fall and their submission to the membership and management well in advance of the customary bargaining period.

► Appointment by the local executive committee in the near future of a strike-strategy committee to make detailed plans for a strike should one be necessary.

The conference, called by the local's representative assembly, was held April 18 and 19 with nine local leaders and J. William Blatz, ANG's collective-bargaining director, as participants. ANG counsel Irving Leuchter sat in on part of the session to answer legal questions.

The chairman, local president Robert Crocker, said the conference devoted most of its first day to assessment of the comparative status of the Wire Service Guild's contracts, the urgent need for improvement, and the demands of (Continued on Page 10)

In San Francisco

Automation Firings Fail; 3 Reinstated

San Francisco, Calif.—Three San Francisco Chronicle employees dismissed with the installation of computer equipment last summer have been reinstated by an arbitrator.

Arthur M. Ross, professor of industrial relations at the University of California, held that the Chronicle was wrong in dismissing the three business-office employees out of seniority. He ordered them reinstated with \$9,300 in back pay.

A fourth employee, who Ross ruled had not been shown to have ability equal to that of any employee with less seniority, was rehired by the Chronicle two weeks after her dismissal and is now working in her old job.

Those reinstated include Mary Shaefer, whose position as accounts receivable supervisor was the highest business-office posi-

tion covered by Guild contract. Although she had ten years' of service, the Chronicle contended that her seniority was not applicable because there was no one with a comparable job.

The Guild argued that bumping rights, while not explicit in the contract at that time, were nevertheless implicit, pointing out that a contrary interpretation would mean that the employee's promotion to the supervisory job left her without job security.

The arbitrator agreed, ordering her reinstatement to the next highest business-office classification.

In the case of the other reinstated employees, a bookkeeper and a payroll clerk, Ross held that both were as competent as employees with less seniority and had the right to bump into other jobs.

The 11 newly hired Guild members left stranded by the abrupt shutdown included 10 who had resigned from other jobs, mostly on dailies in Hammond, Valparaiso and Michigan City, to come here to work. The 11th, sports-writer Frank Kearns, was a survivor of the New York Mirror, which suspended publication last October.

The eight Sentinel employees and three Post-Tribune replacement employees received two weeks' notice pay, but no severance pay. In addition to notice pay, the five longer-service Post-Tribune employees received severance pay (Continued on Page 9)

Labor Briefs

A unanimous Supreme Court has found "a fist inside the velvet glove" of a Texas employer who passed out holiday, vacation and overtime benefits in a successful campaign to persuade his workers to vote against union representation. The court agreed with the National Labor Relations Board that the Exchange Parts Co. had committed an unfair labor practice by its sudden generosity during a Boilermakers' organizing drive.

Said Justice John M. Harlan: "The beneficence of an employer is likely to be ephemeral if prompted by a threat of unionization which is subsequently removed. Insulating the right of collective bargaining from calculated good will of this sort deprives employees of little that has lasting value."

VOICE FOR THE DESPAIRING

The IUE is pioneering in the organization of Unemployed and Retired Worker Councils in communities where it has bargaining rights.

The councils will work with local, state and international IUE organizations to help laid-off workers find new jobs, aid retired workers to participate in civic activities and campaign for "a full-employment economy that can afford social progress as well as military might."

The councils, said IUE president James B. Carey, will "join together in one unified organization the jobless who stand alone on the employment line and the retirees who waste away in unwanted seclusion. IUE councils will give these despondent and despairing Americans a voice."

A representative of General Telephone of California found himself behind bars recently when he tried to serve an anti-picketing order on the Communications Workers union.

The telephone-company man dropped the court order on the ground after pickets at Oxnard refused to accept it. One of the pickets, a part-time law student, promptly performed a citizen's arrest on a littering charge and had him carted off to jail in a police wagon.

WELCOME ABOARD

The Brotherhood of Locomotive Engineers has joined ANG in setting a \$200-a-week wage goal for its members.

The brotherhood has told the railroads it wants a minimum wage of \$40 a day for engineers, who now earn up to \$22.09. It is seeking \$35 a day for firemen and hostlers.

ON THE LEGAL FRONT—A

U.S. Court of Appeals has upset a National Labor Relations Board decision and ruled that unions can picket a company to enforce a subcontracting clause prohibiting the company from doing business with a firm that has wages and working conditions below union scale. . . . Another Court of Appeals has upheld a 1962 NLRB ruling that informational picketing is legal when it is truthful and does not disrupt deliveries. . . . And an NLRB examiner has upheld fines levied by two UAW locals against members who crossed their picket lines.



POLITICKING: Former ANG Vice President Michael Mastrullo, left, and natl AFL-CIO paper, turn out to greet Sen. Stephen Young during a campaign visit to Cincinnati by the Ohio legislator, who is seeking his second term. Robert Fox, right, editor of the Chronicle, Cincinnati.

Industry Political Mobilization Cited In Call For COPE Drive

Business and industry are mobilizing for the 1964 elections and labor can neglect the challenge only at its peril, Guild locals have been warned.

Urging locals to open their COPE dollar drives earlier than usual this presidential election year, ANG cited these evidences of "the necessity for early, extended and effective work for COPE":

► The Business-Industry Political Action Committee organized last year by the National Assn. of Manufacturers has enlisted 300 business associations and is seeking to raise a million-dollar kitty to aid conservative and reactionary candidates in marginal districts.

► More than 500,000 persons from management have completed business political-education courses.

► Many companies are canvassing their employees for political contributions, sometimes using payroll deductions.

Technological Progress Too Rapid To Absorb, ANPA Group Reports

New York City—Newspaper technology is developing at a faster pace than the industry can assimilate it, the American Newspaper Publishers Assn.'s press-communications committee declared this week.

The report, delivered at ANPA's annual meeting by Henry J. Leader, publisher of the Utica Press and Observer-Dispatch, said:

"New technological developments are now coming faster than most businesses can use them. This applies to communications technology as well as to newspaper production."

The publishers were not uniformly enthusiastic about the prospects for automation, however.

John B. Olson, business manager of the Detroit Free Press, reported during a session on newspapers of more than 50,000 circulation that some executives felt the use of computers is "very expensive and difficult and would not necessarily improve operations."

Richard H. Blackledge, publisher of the Kokomo (Ind.) Tribune, said the consensus at a meeting for papers under 50,000 circulation was that "computers are not feasible for newspapers of this

Write On Rights, Locals Urged

Guild locals are being asked to write their senators urging them to support the civil-rights bill without amendments and to respond to quorum calls during the current Southern filibuster.

Even senators wholeheartedly in favor of the rights bill may need nudging on quorum calls, said Richard P. Davis, associate director of research and information, in a political-action letter to Guild locals.

"Many of the bill's friends have been careless in this regard," Davis said, "and a failure to raise a quorum when needed could be disastrous for the bill."

"Clearly," said Richard P. Davis, ANG's associate director

of research and information, in a letter to locals, "if management is doing this, we must respond. Labor's own device for response is COPE, the AFL-CIO's Committee on Political Education."

With the letter went COPE dollar books for contributions by individual Guild members. These contributions will be used principally to assist candidates who support labor's objectives, regardless of party.

Donations also are being solicited from local and district-council treasuries. Money from this source will be contributed to COPE's Education Fund, used principally for publications and registration drives.

Donations will be shared equally between national COPE and state organizations if specifically requested. But money returned to the states is not credited to the Guild's national COPE quota of approximately \$2,700.

CLC Spurs Bid To End U.S. Links

Montreal, Que.—A resolution calling upon affiliates of the Canadian Labour Congress to sever their ties with the U.S. labor movement was defeated in committee at the biennial CLC convention here this week.

ANG Vice President Jack Dobson, president of the Toronto Guild, had been prepared to denounce the resolution as damaging to the interests of Canadian labor had it reached the floor.

The resolution reflected anti-U.S. sentiment among some sections of Canadian labor, fanned by two years of conflict among Great Lakes maritime unions. The conflict culminated in the Canadian government's placing all maritime unions under federal trusteeship last October.

Dobson and International Representative Brian E. Huggins are attending the CLC convention as ANG delegates. The CLC is Canada's labor federation, analogous to the AFL-CIO.

Two Canadian Guild locals also are represented among the 1,800 convention delegates. Harry Brohm carries the credentials of the Toronto Guild and Pierre Trudel of the Canadian Wire Service Guild.

Toronto Guildsman Murray Tate, one of two delegates representing the Toronto and District Labour Council, addressed the convention in support of two resolutions.

The first called for a government program to improve the lot of Indians and Eskimos, particularly those of Manitoba, whose plight was drawn to the attention of the nation by newspaper stories written by Toronto Guildsmen.

The second called upon the Canadian government to protest "the official Soviet policy of anti-Semitism."

Both resolutions were approved by the convention.

One of the convention's featured speakers, Prime Minister Lester B. Pearson, told the CLC that although he appeared before them as a guest, he "might, in other years, have attended as a fraternal delegate from a CLC affiliate, the American Newspaper Guild."

Pearson, who wrote a free-lance column on Parliament for the Toronto Star before his elevation to chief of state, was a member-at-large of the Toronto Guild.

T. C. Douglas, head of Canada's New Democratic Party, cited several other present and former Guild members now serving in Parliament in a speech to the convention.

Kingsport Unions Thank GR, Locals

The Allied Kingsport Press Unions have voiced their thanks to Guild locals and the Guild Reporter for support extended to the year-old strike of printing-trades unions against the Kingsport Press in Tennessee.

Walter M. Allen, director of the Printing Pressmen's service bureau, in expressing the unions' gratitude, noted that several Guild locals have been regular contributors to the strikers' hardship fund.

"It has been a long, hard row for these strikers," he wrote, "but they have remarkably good spirits and still believe that, with enough support from the labor movement, this company will eventually offer a settlement."

Another meeting has been scheduled for June 23 in San Francisco.



GOTHAM QUEEN: Twenty-year-old Lorena Stricker, a clerical employee at Scientific American, is crowned queen of the New York Guild's Page One Ball by television showman Merv Griffin. The ball was scheduled for tonight.

Portland Reporter Merger Is Approved

Portland, Ore.—Stockholders of the Portland Reporter voted overwhelmingly April 21 to approve a corporate merger that will provide extra financing to assure continued publication of the strike-born daily.

The merger, recommended by the paper's directors as offering "the only possibility of continued publication," vests control in the hands of three Portland businessmen—Robert J. Davis, Walter H. Evans and Howard Morgan. Davis pledged a total of \$250,000 in new capital to support the paper.

Of 97,695 outstanding shares of Reporter stock, 76,626 were voted for the merger and only 84 against. A three-fourths majority was necessary to approve the merger.

Davis, a retired electronics ex-

ecutive, holds nearly a million shares of Class C voting stock in the newly organized Portland Newspaper Publishing Co., into which the old Portland Reporter Publishing Co. was merged. Shares in the old company will be converted into nonvoting stock in the new one.

The new company will offer 1,375,000 shares of Class B 6-percent preferred stock at \$1 a share. It will issue 97,700 Class A shares in exchange for the former Reporter stock at a ratio of 10 for 1.

Neither Class B nor Class A stock will have voting rights, but both have preference over the voting stock in dividends and in the distribution of assets in the event of liquidation.

Davis, Evans and Morgan, sole

Post-Dispatch Minimums Hiked By Up To \$17.25, Hit \$180.50

St. Louis, Mo.—An increase in minimums ranging up to \$17.25 over two years has been won by the St. Louis Guild in negotiations with the St. Louis Post-Dispatch.

Top minimums for reporters and display-advertising salesmen will go up \$9.50 over the two-year period to match the \$180.50 top minimum won recently at the St. Louis Globe-Democrat. That figure is the highest reporter minimum to be negotiated in a Guild newspaper contract.

The contract provides for general increases from \$2 to \$6 the first year and \$1.50 to \$5.50 the second, a settlement similar to that at the Globe-Democrat. But minimums, in several cases, go up by significantly greater amounts.

The largest increase, \$14.25 the first year and \$3 the second, results from a reclassification of payroll clerks and multilith addressograph-machine operators.

The top minimum for these jobs will go to \$112.75 in the second year.

Classified street salesmen go up \$10.25 the first year and \$4 the second, to \$168; stenographers go up \$3 the first year and \$2.50 the second, to \$100.50.

Premium pay for temporary assignment or tryouts in a higher category is raised \$2.50, to \$7.50, while the premium for employees filling in for supervisors goes up a similar amount, to \$10.

The contract, which is retroactive to Jan. 1, provides for a fourth week's vacation after 10 years instead of 15 and requires the publisher to give the Guild 90 days' notice of any reduction in force resulting from automation. The automation clause provides for up to three months' retraining for displaced employees.

A new provision awards holidays on a proportionate basis to part-time employees. The tryout

period for new jobs, formerly three months for all, has been increased to six months for major jobs, and four and five for some others, with provisions for further extension in special cases.

Buffalo Pension Rights Vested After 10 Years

Buffalo, N.Y.—Vesting of pension rights after 10 years' service has been added to a pension agreement between the Buffalo Guild and the Buffalo Evening News.

An employee who leaves after 10 years' service will receive a pension proportionate to the number of years completed, reduced by the ratio of years remaining to age 65. Previously, the plan provided no vesting whatever if the employee left the paper before the age of 65.

An employee will henceforth be covered by the plan after his fifth anniversary. The duration of the agreement has been extended from three years to four.

Bill Would Ask Financial Data Of Newsmen

Every reporter and editor in the country would be required to file an annual financial statement under a new bill introduced by Rep. Steven B. Derounian, New York Republican.

The bill, which Derounian said stems from the Bobby Baker investigation, would also apply to newspaper, magazine, radio and television writers, publishers, announcers, and station owners and managers, as well as to members of their families. It also includes certain federal employees.

While the federal employees would be covered only if they earn \$12,620 or more a year, there would be no income floor for newsmen.

Each person affected would be required to report "the source of each item of income; the amount and source of each item of expense; the amount and source of each gift, gratuity or favor received; any interest in securities; any interest in a business enterprise; the amount and source of anything of economic value received from individuals or organizations registered under the Federal Regulation of Lobbying Act, and the amount, source, security and arrangement for repayment of any loan exceeding \$500."

Also required would be a statement of business dealings with the government, showing whether the registrant or any company or individual with whom he is associated has furnished any "goods, services or other thing of economic value to the federal government for profit."

The statements would be filed with the attorney general before the last day of the year and would immediately be made available for public inspection. Violators could be punished by a \$5,000 fine or a year in jail or both.

Derounian said newsmen were included in the bill "because these people have the power to mold public opinion and so, indirectly but very definitely, can manipulate the policies of government." He said he believed his bill "will be welcomed by all who are included."

The bill, entered as H.R. 10703, was referred to the Post Office and Civil Service Committee.

Detroit Pressmen Can't Escape Bargaining Unit, Says Examiner

A National Labor Relations Board examiner ruled today that Detroit Pressmen's local cannot withdraw from joint bargaining with the Detroit News and Free Press which have used multiemployer bargaining to shut down both newspapers in "massive retaliation" whenever one is struck.

The examiner, George J. Bott, recommended dismissal of a charge by the Detroit Paper Handlers and Plate Handlers Local of the Pressmen's Union.

The union contended that the News and Free Press had committed an unfair labor practice by refusing to bargain individually after the union served notice before the beginning of bargaining that it desired to end the multiemployer unit.

The NLRB ruled in January that "massive retaliation" shut-downs are legal in multiemployer bargaining but not in individual negotiations.

The Pressmen's Local, in seeking individual bargaining, said the News was harassing it and indicated it wanted to be free to strike at the expiration of the contract without affecting operation of the Free Press, with which it had no quarrel.

The examiner said multiemployer bargaining has "certain good labor-relations features" and that

the courts have held that "once established, its disruption is disapproved of and legally discouraged."

Bott conceded that the NLRB has allowed employers to withdraw from a multiemployer unit "by clearly indicating a firm intention to do so before negotiations begin" but pointed out that the board has "never actually decided or told us definitely under what circumstances a union will

be permitted to abandon multiemployer bargaining."

Botts said the treatment of unions requesting withdrawal need not necessarily be the same as that of employers, expressing confidence that the variations can be "legally rationalized."

He said that he would rather see the board "tighten the rules about employer withdrawal" than "let a union withdraw at will."

NLRB Declines To Rule Detroit Lockout Unfair

The National Labor Relations Board last week dismissed a complaint charging the Detroit News with discriminating against Guild members and other organized workers by locking them out during a series of 1962 strikes.

The board upheld an examiner's ruling that the News was not guilty of an unfair labor practice in laying off most union employees while retaining all non-union employees during craft strikes at the News and Free Press in April and May 1962.

The board, in a brief decision affirming the examiner's ruling, held that the Detroit Guild's charge was not supported by "a preponderance of the evidence."

The evidence included a statement by James T. Dorris, the News' associate business manager, that it had been company policy to lay off organized workers while retaining unorganized employees.

The examiner, William J. Brown, held that the statement was insufficient to prove that the policy was retained during the 1962 strikes.

Brown had recommended that the complaint be dismissed on the ground that during the News' suspension of publication there was work for the unorganized editorial, business and advertising departments but not for 34 Guild maintenance employees.

It's The Same The Whole World Over

Publishers Are The Most Difficult People

By RONALD A. WATTS
ANG International Affairs Representative

THE newspaper publisher, smiling and affable, welcomed us into his office. Replying to questions about relations with his editorial staff, he began talking freely and smoothly. But as he continued, the words came more quickly, his voice rose, and his clenched fist began to strike his desk.

I exchanged glances with Dave Schick, administrative officer of the Greater Philadelphia Guild. We didn't need to wait for our translator to interpret the remarks of the Turkish-speaking, Istanbul publisher. His gestures and tone telegraphed the meaning of his words. When the English translation was made, our suspicions were confirmed.

"I've always had the greatest respect for working journalists," the publisher said. "After all, I was a working journalist once myself. I understand their problems. I've always done a good job of looking after my employees."

"But my efforts don't seem to be appreciated. The journalists are always demanding more. If they continue in this way, they'll drive this newspaper out of business. They don't realize the problems facing me—the high cost of newspaper, taxes, machinery."

"If they think they can tell me how to run my business, they'd better think again," he concluded, bringing his fist down hard on the desk.

The incident illustrates that the attitudes (and even the arguments) of publishers are not so different, whether they are expressed in New York, N.Y.; Istanbul, Turkey; or Nairobi, Kenya. And the goals of most newsmen throughout the world are also similar. They seek better pay, shorter working hours, longer vacations and improved fringe benefits.

ONE of the principal objectives of the International Federation of Journalists (IFJ) is to help journalists and their organizations, particularly in the developing countries, to realize a greater return for their work. The progress has been mixed, depending on the conviction and solidarity of the journalists and the degree of enlightenment of the publishers.

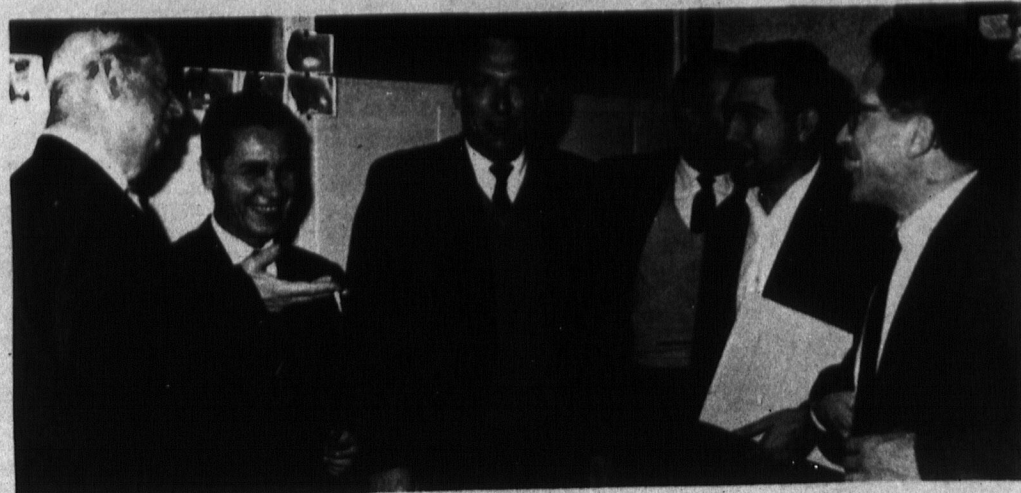
For example, the Kenya Union of Journalists and the National Union of Journalists in Malaysia, both affiliates of the IFJ, have negotiated collective agreements that have greatly improved the conditions of journalists. In both countries, the journalists are well organized and are agreed on their objectives. They have also had the good fortune to deal with publishers who recognize a trade union as integral to a democratic society.

Despite the attitude expressed by one Istanbul publisher, the Union of Journalists of Turkey has recently negotiated the first newspaper collective bargaining contract in the country's history.

It was not easy for the Turkish journalists. One publisher fired 10 journalists at the start of the talks. The union stood firm, demanding that the union members be rehired before talks began. The publisher backed down in the face of the united front and eventually signed a contract.

Shortly before the Istanbul negotiations began, ANG and the IFJ organized a seminar in collective bargaining for the Turkish union with Schick as the chief lecturer. The union has since declared that the instruction and advice given at the seminar were invaluable in achieving its gains.

To a lesser degree, the IFJ follows the same steps as ANG in servicing affiliates. They include periodic visits, extensive personal correspondence, a growing number of publications and instruction



International Affairs Representative Ronald A. Watts, third from left, and David S. Schick, Philadelphia Guild administrator, left, counsel Turkish journalists at a collective-bargaining seminar in Istanbul.

booklets, individual training, and seminars on trade-union and professional topics.

The IFJ also makes continuing studies on wages, working hours, pensions and other important factors concerning journalists. The results of these studies are published so that individual affiliates can compare their own conditions with the progress made in other countries.

It is important that anyone advising foreign journalists take a very pragmatic approach to problems. While many similarities may appear to exist, it is dangerous to blindly follow a course in Lagos, Nigeria, that once worked in Duluth, Minn. One of the first lessons learned by American trade unionists working with their foreign counterparts is to avoid the temptation of always using American solutions.

Severance-pay clauses are an important part of ANG contracts. But they would seem completely unnecessary in a Japanese newspaper contract. Firings are unheard of in Japan, where the publisher's parental tradition means lifetime employment for the successful jobseeker.

A foreign advisor is usually received with a great deal of respect in the developing countries. Many journalists are certain that the expert will provide all the solutions to their vexing problems. In this rather heady atmosphere, the visitor often has to resist the temptation to toss off advice like one-paragraph takes at deadline. Traditions vary, economic systems are different, and outlooks are dissimilar.

Sometimes it is better for the foreign advisor to allow the local union to discover ineffective measures through its own experiences, particularly if the expert's advice would be contrary to tradition. The case of the Indian Federation of Working Journalists is a case in point. In that semisocialist country, the 12-year-old federation settles its wage claims through a tripartite wage board set up by the government. The federation, the newspaper owners and the public are represented on the board. The board's decisions are binding on most newspaper publishers. In cases of violations of either board decisions or a national law covering the working conditions of journalists, the matter is taken to labor courts.

In theory, this seems to be a just system that should work successfully. However, most publishers ignore the wage board's findings and the law on working conditions. They realize that it takes years to settle cases in court.

It can be hoped that Indian journalists will come to realize that it would be better for the union to deal directly with the publisher rather than leave the onus of action on the slow-moving government bureaucracy.

A newsmen in the developing countries is often faced with extremely difficult problems. He is almost universally underpaid and overworked, but in some cases newspapers are truly unable financially to provide a better living. His formal education may be limited, and his professional education is often nonexistent.

Yet he may be called on to cover complex stories that often have a national impact and can lead to the fall of a government. He is firmly dedicated to press freedom, yet he may be called on by his nation's leaders to temper or even suppress stories that may, rightly or wrongly, be detrimental to the efforts of nation-building.

The sheer physical and mechanical difficulties of producing a newspaper in the developing countries are sometimes overwhelming.

An editor of a daily in Monrovia, Liberia, sat exhausted at his desk in the sweltering noon-day heat and told me no edition had appeared that morning. After he and his small staff worked most of the night preparing the edition, including hand-setting the body type, a citywide electrical power cut at 4 a.m. stopped the operation of the rickety, old, flat-bed press and ended hopes for that edition. It often happens, he remarked.

The managing editor of an opposition newspaper in Lagos, Nigeria, granted me an interview during which he also wrote the outlines for a photograph, edited a story, read page proofs, gave minute instructions to several staff members and answered his phone at least once every minute.

"You know," he said, "I just don't have time to really think about this newspaper."

The passionate desire of journalists in the developing countries to build a free and responsible press as well as independent and effective trade unions is a part of the broader aspirations for nation-building. A free press and independent trade unions are the greatest bulwarks against a demagogic seeking personal power in the frequently chaotic atmosphere of nation-building.

The work of the IFJ, with generous assistance from the ANG, is directed toward supporting these institutions of a free society. Guildmen should be proud of the part they are taking in it.

Guild Briefs

Journal-Times newsroom staff.

"If I Were . . ." is the Guild's basic organizing pamphlet.

Buffalo, N.Y.—Members of the Buffalo Guild have rejected by 2½ to 1 a proposal to create a new post of executive secretary and to increase the local dues schedule.

The proposal would have reduced dues in lower pay brackets while increasing them at higher levels and removing the present

dues ceiling of \$7.50 for those earning \$195 and over.

Boston, Mass.—Wayne Hanley, chairman of the Boston Guild's Herald-Traveler Unit, has resigned to become information director of the Massachusetts Audubon Society.

Hanley, who early in his career assisted in three unsuccessful Guild organizing drives on the Kansas City Star, has been with the Herald Traveler since 1950.

Roosevelt Fund Nears \$1,800

Contributions to the Guild's \$25,000 share of the AFL-CIO's Eleanor Roosevelt Memorial Fund reached \$1,784.51 this week.

The latest contributions include \$100 from the Washington Guild, \$50 from Vancouver-New Westminster, and \$50 from Wilkes-Barre.

The AFL-CIO reported last week that total contributions now are nearly one million dollars following a United Automobile Workers' donation of \$345,000. The national goal is 25 million dollars.

Teachers' Union To Hear Farson

Philadelphia, Pa.—ANG Executive Vice President William J. Farson will help conduct a collective-bargaining seminar for Philadelphia members of the American Federation of Teachers tomorrow.

Farson, who hails from Philadelphia, has been asked to participate in the seminar because of the similarity of problems faced by the Guild and the teachers' union.

Farson will participate in a panel on "Collective Bargaining for Professionals."

ANG's Research and Information Department recently received a request from the unorganized Racine (Wis.) Journal-Times for 15 copies of a pamphlet "Should You Be a Newspaperman?" which it said was most helpful to its new reporters.

The pamphlet, Guild headquarters replied, is not an ANG publication. However, the Guild obliged by sending 15 copies of "If I Were a Newspaperman . . ." with the request that they be distributed among members of the

Florence Publisher Is Cited By NLRB

Atlanta, Ga.—The regional office of the National Labor Relations Board has issued an unfair labor-practices complaint against Tri-Cities Newspapers, Inc. in Florence, Ala., on two charges brought by the Memphis Guild.

NLRB Regional Director Walter C. Phillips charged the publisher with soliciting mail-room employees at the Florence Times and the Tri-Cities Daily to withdraw checkoff authorizations.

He also accused the company of settling a grievance directly with mail-room employees after refusing to process it with the Guild. The grievance concerned a reduction in hours and earnings.

Phillips scheduled a hearing on the complaints May 26 in Florence.

The Tri-Cities Unit is among the Guild's newest. It won an initial contract after a 23-day strike last summer.

Guild Charges Refusal To Bargain in Honolulu

Honolulu, Hawaii—The Hawaii Guild has filed an unfair labor-practice charge against the Honolulu Star-Bulletin and the Honolulu Advertiser for their refusal to bargain on an incentive bonus plan for display-advertising salesmen.

The Guild had asked the two

papers to negotiate a bonus plan to replace one canceled when the papers were consolidated two years ago. The papers declined, contending that the subject was not a proper one for negotiation.

Mallors' Elizabeth Raid Goes Before Mediator

A Guild charge of raiding by the ITU Mallors Union in Elizabeth, N.J., was to be heard in Washington today by an AFL-CIO mediator appointed by President George Meany.

The charge was filed after the Mallors' Newark local filed a representation petition seeking to capture the North Jersey Guild's entire unit at the Elizabeth Daily Journal in the midst of contract negotiations between the Guild and the company.

The Mallors have filed an unfair labor-practice charge against the Journal with the National Labor Relations Board, alleging that the Journal has continued to bargain with the Guild while the representation petition is pending.

Meany has appointed John J. Murphy, president of the Bricklayers, Masons and Plasterers Union, to mediate the dispute. If a settlement is not reached in 14 days, the dispute will go before an impartial umpire.

Chicago Guild, Field Set Quarterly Talks

Chicago, Ill.—Quarterly meetings on minority-group employment opportunities, and automation will be held between the Chicago Guild and the Chicago Daily News and Sun-Times.

The proposal for periodic meetings on these and other problems emerged at a Guild-management meeting April 16. The Guild had asked for the session to discuss both subjects.

Management said it is seeking qualified Negro applicants for editorial and other positions on the two papers. The Field papers currently have one Negro reporter, a Negro editorial assistant and several Negroes working in the library, the communications room and as copy boys.

Proposals for recruiting additional Negro employees were discussed.

Management representatives, headed by Leo R. Newcombe,

J. Pedicine, 55; Ex-Local Head

Bradenton, Fla.—Joseph Pedicine, former president of the Indianapolis Guild, died here April 15 at the age of 55.

Pedicine was public-service director of the Indianapolis Times until 1960, when he moved to Florida. During his 14 years with the Times he served as Guild unit chairman as well as local president.

As public-service director, he was responsible for the establishment of a spelling-bee program that now includes more than 20 counties in central Indiana.

Publicist Hit For Junkets

New York City—The Public Relations Society of America has suspended one of its members for ethical violations including junkets for newspapermen.

The publicist, Hamilton Wright, Jr., was accused of "tending to corrupt the integrity of channels of public communication" by means of junkets to countries he represented.

Wright also was charged with entering contingent-fee agreements under which his firm was not entitled to its full fee unless it achieved a minimum sum by the mass media of materials produced on a client's behalf.

Wright held that junkets are important in helping writers "to get to know the countries we represent; we do not pretend to influence what they write."



HARD TO CONVINCE: Peruvian newspaper trade unionists, entering mock collective bargaining during an ANG-Labor Department training program, find a skeptical "management" in the persons of J. William Blatz, ANG director of collective bargaining, and Richard P. Davis, associate director of research and information. Members of the Peruvian bargaining team, seated left to right, are Carlos Arevalo, Litteran Gallo and Alfonso Delboy; the observers, left to right, are Ricardo Miranda, Umberto Chavez, Ricardo Maldonado and Alejandro Borbo. The score at the end of the first round of argument: Patrones 1; Sindicato, 0.

N.Y. Judge Orders Arbitration Of ITU Wash-Up Time Dispute

New York City—New York Supreme Court Justice George M. Carney this week ordered ITU Local 6 to enter into arbitration with two New York newspapers that have accused the printers of a production slowdown in a dispute over wash-up time.

But the justice refused a request by the New York City Publishers Assn. that he issue a temporary restraining order against the union and that he authorize the arbitrators to issue a permanent restraining order against slowdowns and to award damages.

The publishers charged that the union was conducting a slowdown as a result of the dispute and asked that it be restrained from continuing it. The ITU denied the existence of a slowdown and said there is no controversy referable to arbitration.

The dispute stems from a 15-minute reduction in the printers' work day, which took effect March 31 in the second year of a

two-year contract that settled the 1962-63 New York newspaper strike.

While all New York newspapers reduced the work day, four announced elimination or drastic reduction of wash-up time to compensate for it. The other newspapers made "adjustments" that still permitted the printers to wash up.

The New York Daily News and Journal-American and the Long Island Daily Press and Star-Journal said it was impossible for them to follow suit, and printers at the four papers began coming to work in street clothes.

The publishers association demanded that the union be compelled to submit the dispute to arbitration, charging that the printers' extra caution to avoid soiling their clothes amounted to a slowdown.

Justice Carney's order applied only to the Daily News and the

Journal-American. The decision did not affect the two Long Island papers.

N.Y. ITU Offers Plan To Bar Hiring Bias

New York City—The New York City Publishers Assn. is studying an ITU proposal to assure nondiscriminatory selection of printing apprentices by means of competitive examinations and interviews conducted by independent agencies.

The procedure would be similar to one adopted for New York City job shops earlier this month by the ITU and the Printers League.

Under this plan, apprentice applicants will be hired according to their scores on tests and interviews conducted by the New York State Employment Service and the New York City School of Printing. Neither management nor the union will have any influence on the selection process.

L.A. Guild Hits SFONG Weighs Hike In Dues, End To Fines

Los Angeles, Calif.—The Los Angeles Guild voted last week to suspend its financial support from California's AFL-CIO Committee on Political Education for a three-week period in the wake of COPE's endorsement of ex-Guildsman Pierre Salinger's opponent in the Democratic senatorial primary.

COPE's endorsement of State Controller Alan Cranston was condemned at a Guild membership meeting as a slap at Salinger, former presidential press secretary and one-time Guild unit chairman in San Francisco.

Guild officers said at the meeting that for COPE to endorse Cranston left "the nonsensical impression" that Salinger and the other candidate, Sen. Clair Engle, are unfriendly to labor.

COPE also endorsed Fred Hall, former governor of Kansas, for the Republican nomination. Hall has strongly opposed "right-to-work" legislation.

San Francisco, Calif.—Members of the San Francisco-Oakland Guild will vote next month on a package proposal to increase dues and initiation fees and to drop a system of assessments on members who do not attend local meetings.

The proposal will go to the membership with the approval of both the local's representative assembly and executive committee. It was approved by a 17-8 vote in the assembly and a 6-2 vote in the executive committee.

The proposed dues increase would range from 50 cents at the bottom to \$2.50 for those earning \$160 or more, with a top of \$10 for those earning \$200 and over. The present ceiling is \$7.50.

The initiation fee would be increased from the present graduated scale of from \$1.50 to \$5 to a fee of \$5 or one month's dues, whichever is higher.

Income from the dues and initiation increase would replace

that lost by discontinuation of the nonattendance assessments, which have been suspended since last July. They were suspended after a National Labor Relations Board decision that similar assessments levied by the Packinghouse Workers Union could not be collected by payroll checkoffs.

Those who opposed abandonment of the nonattendance assessments urged that an attempt be made to collect them by means other than the checkoff. They argued that the assessments had increased meeting attendance substantially.

Proponents of the change contended that collection of the assessments by other means would be impractical.

Amendment of the local bylaws to reduce the quorum for membership meetings from 20 percent of the membership to ten percent is included in the referendum proposal.

CLC Asks Guild Aid For Labor College

Ottawa, Ont. — Claude Jodoin, president of the Canadian Labour Congress, has asked the Guild's Canadian locals to help supply both students and financial support for the CLC's year-old Labour College at the University of Montreal.

Jodoin, in a letter to ANG President Arthur Rosenstock, asked the Guild's cooperation in encouraging its Canadian locals to help make the college "a lasting and effective institution."

"The Canadian Labour Congress and indeed the whole labour movement in Canada has good reason to be proud and gratified of the first year's experience," the CLC president said. "Seldom has a project stimulated greater interest."

"We hope that in time it will expand the scope of its program and conduct courses on a full academic-year basis. To accomplish these desired goals and to plan, as it is necessary, three to five years in advance, the college will need the continued support

of the labour movement. . . . "The college needs both students and administrative funds."

The Labour College of Canada was established last year with the cooperation of Montreal and McGill universities, the CLC and the Confederation of National Trade Unions.

The college is dedicated to providing instruction in the humanities and social sciences as well as trade-union theory and practice to potential union leaders. Courses were conducted in history, economics, sociology, political science and trade unionism during the initial seven-week session.

Two eight-week sessions will be held during the college's second term, one from May 11 to July 3 and the other from June 8 to July 31. The college administration hopes to operate eventually on a regular university-year basis, with its own physical facilities and full-time staff.

Copies of Jodoin's appeal have been sent by ANG to all Canadian Guild locals.

Profits Mount 62% At Typical Big Daily

Net profits on Editor & Publisher's typical large daily have increased 62.4 percent in the past ten years and profits on its typical medium daily have risen 39 percent in the past six, according to figures contained in E&P's annual survey of costs and revenue.

The large daily (circulation 244,000) increased its profits before taxes from \$1,523,616 in 1954 to \$2,473,571 in 1963, E&P reported. The medium daily's before-tax profits have risen from \$468,000 in 1958 to \$660,400 in 1963.

The medium daily's profits before taxes amounted to 19.8 percent of its total revenue; after-tax profits amounted to 9.1 percent.

In comparison, profits after taxes for all U.S. manufacturing

corporations in 1963 were only 4.7 percent.

The large daily's profits before taxes were 19.2 percent of revenue; after-tax profits were not listed. In 1954, the profit percentage was only 16.3.

The medium daily's profit as a percentage of sales was down slightly from 20.7 percent in 1958 but rose from 18.6 in 1962.

Its earnings were up 10.7 percent over 1962 despite a 4.1-percent increase in operating expenses. Management was able to retain 49 percent of an additional \$135,900 in operating revenue.

Earnings on the large daily declined 3.4 percent from 1962, when they amounted to 20.7 percent of sales.

Backward, March!

Chamber Forges On

Prohibition of the union shop, subjection of unions to antitrust laws, the weakening of minimum-wage standards and emasculating of the National Labor Relations Board are among the U.S. Chamber of Commerce's 1964 labor legislation goals.

Chamber President Edwin P. Neilland, a Delaware bank president, says his organization:

► Opposes a shorter work week but favors increased productivity and lower prices.

► Favors repeal of the Walsh-Healey and Davis-Bacon Acts, which set minimum wage standards on government contracts and construction.

► Favors a bill to strip the National Labor Relations Board of jurisdiction over unfair labor practices and transfer this authority to the federal courts.

► Endorses a bill to put unions under antitrust laws, prohibit a union from representing employees of more than one company in an industry and prohibit any featherbedding practices.

► Opposes extension of federal wage-hour protection to employees of hotels, motels, restaurants and laundries because a \$1.25 wage floor would make

their employment "too costly."

► Favors curtailing of the U.S. Employment Service and denying its resources to persons who are already employed.

► Opposes federal standards for unemployment compensation and favors maintenance of "state control."

► Favors state laws prohibiting the union shop.

Printing Jobs To Increase

Printing and publishing is one of 14 industries in which an increase in total employment between now and 1970 is forecast despite the inroads of automation.

But in 18 of 35 other major industries, jobs will continue to diminish in number through the 1960s, according to a report prepared by the Labor Department for the President's Advisory Committee on Labor-Management Policy. The outlook in the remainder is uncertain.

The Labor Department said printing and publishing output is expected to increase but that new production processes may slow employment growth.

Can Work Be Divorced From Income?

A committee of innovators says it can — and must — in the new society of abundance

IF work-saving machines continue to destroy work, how long can the nation insist that Americans who do not work are not qualified to share in economic abundance? How long can the United States continue to invest in a war that must never be permitted to come? And can armaments spending be reduced if the price is multiplied unemployment?

What if American Negroes win their fight for equal rights only to find that there are no jobs in which to share equally?

These questions, which have been increasingly troubling economists, historians and social critics, have been posed in perhaps their sharpest form in recommendations to President Johnson by a group calling itself the Ad Hoc Committee on the Triple Revolution.

The report startled many with its main conclusion: that the nation owes every person a living. An "ad hoc" committee is one put together for a particular purpose—in this case, to recommend a course of action designed to prevent Americans from being frozen out of their country's economy.

The committee first came together at Princeton last October at the suggestion of W. H. Ferry, vice president of the Center for the Study of Democratic Institutions; Ralph Helstein, president of the United Packinghouse Workers, and Robert Theobald, economist and author of "Free Men and Free Markets."

The committee's report was signed by 32 participants, including the three organizers: Swedish economist Gunnar Myrdal; Gerard Piel, publisher of Scientific American; Michael Harrington, author of "The Other America"; and a member of a committee helping to prepare President Johnson's war on poverty, and Linus Pauling, Nobel Peace Prize winner.

The report declares that three separate but interacting revolutions are currently taking place:

► The cybernation revolution, brought about by the combination of the computer and the automated self-regulating machine, and resulting "in a system of almost unlimited productive capacity which requires progressively less human labor." Cybernation "is already reorganizing the economic and social system to meet its own needs," says the report.

► The weapons revolution, which the committee says has eliminated war as a method for resolving international conflicts. While military and space spending absorb 10 percent of the gross national product and employ six million to eight million persons, they are "coming in for more and more criticism," the report says, adding that "the future of

these strong props to the economy is not . . . clear."

► The human-rights revolution, manifested in the United States by the civil-rights movement. The report describes it as a "worldwide movement toward the establishment of social and political regimes in which every individual will feel valued and no one will feel rejected on account of his race."

THE March on Washington "demanded freedom and jobs," the report points out. But it declares: "The demand of the civil-rights movement cannot be fulfilled within the present context of society. The Negro is trying to enter a social community and a tradition of work, and income which are in the process of vanishing even for the hitherto privileged white worker. Jobs are disappearing under the impact of highly efficient, progressively less costly machines."

While pointing out that the U.S. is committed to the thesis, set forth in the Employment Act of 1946, that "every person will be able to obtain a job if he wishes to do so and that this job will provide him with resources adequate to live and maintain a family decently," the committee asserts that job-holding is no longer adequate as a mechanism for distributing economic resources. Says the report:

"As machines take over production from men, they absorb an increasing proportion of resources while the men who are displaced become dependent on minimal and unrelated government measures—unemployment insurance, social security, welfare payments."

"These measures are less and less able to disguise a historic paradox: that a substantial proportion of the population is subsisting on minimal incomes, often below the poverty line, at a time when sufficient productive potential is available to supply the needs of everyone in the United States."

The committee's conclusion is not only that the traditional method of increasing jobs—by increasing output—is bound to fail, but that "the continuance of the income-through-jobs link as the only major mechanism for distributing effective demand—for granting the right to consume—now acts as the main brake on the almost unlimited capacity of a cybernated productive system."

The committee calls for a radical revision of prevalent thinking to fit the facts.

"As a first step," it states, "it is essential to recognize that the traditional link between jobs and incomes is being broken. The economy of abundance can sustain all citizens in comfort and economic security whether or not they engage in what is commonly reckoned as work. Wealth produced by machines rather than men is still wealth."

"We urge, therefore, that society . . . undertake an unqualified commitment to provide every individual and every family with an adequate income as a matter of right."

"This undertaking we consider to be essential to the emerging economic, social and political order in this country."

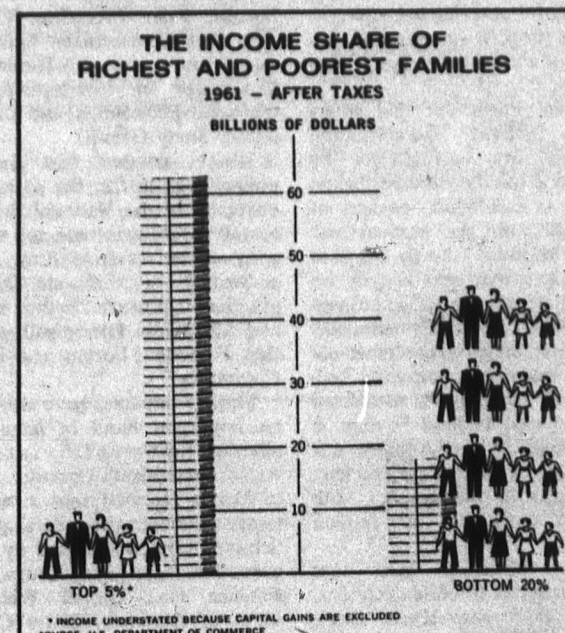
"We regard it as the only policy by which the quarter of the nation now dispossessed and soon-to-be-dispossessed by lack of employment can be brought within the abundant society."

"The unqualified right to an income would take the place of the patchwork of welfare measures—from unemployment insurance to relief—designed to ensure that no citizen or resident of the United States actually starves."

THE consequences of such a change in values is impossible to foresee in detail, the committee concedes.

"It is clear, however," the report adds, "that the distribution of abundance in a cybernated society must be based on criteria strikingly different from those of an economic system based on scarcity. In retrospect, the establishment of the right to an income will prove to have been only the first step in the reconstruction of the value system of our society brought on by the triple revolution."

Analyzing the present system, the committee says the activities now encouraged are those "which can lead to private profit" and those neglected are the ones "which can enhance the wealth and the quality of life of our society."



The disparity in income between the nation's rich and poor is illustrated by the above chart, showing that the richest 5 percent receive more than 60 billion dollars a year while the poorest 20 percent receive less than 20 billion.

"Consequently," it says, "national policy has hitherto been aimed far more at the welfare of the productive process than at the welfare of people. The era of cybernation can reverse this emphasis."

"The problems of joblessness, inadequate incomes and frustrated lives confront us now; the American Negro, in his rebellion, asserts the demands—and the rights—of all the disadvantaged. . . . Behind him stand the millions of impoverished who are beginning to understand that cybernation, properly understood and used, is the road out of want and toward a decent life."

The report includes a nine-point program of immediate action to be set in operation to help ease the "transitional period." But two of the signers — Theobald and James Boggis, a Detroit auto worker and author — do not share the majority view that such a program is necessary.

They argue that the two principles of the transitional period will be (1) that "machines rather than men will take up new conventional work openings and (2) that the activity of men will be directed to new forms of 'work' and 'leisure'."

Among steps recommended by the majority are massive programs of school construction, public works, low-cost housing and rapid transit.

The committee urges a major revision of the tax structure aimed at redistributing income as well as apportioning the costs of the transition period equitably, including an expansion in the use of excess-profits taxes, subsidies and tax-credit plans to ease human suffering as industries shift from manpower to machine power.

The committee urges trade unions to:

- Negotiate not only for people at work but also for those thrown out of work by technological change.
- Bargain for fringe benefits such as housing, recreational facilities and similar programs as they have bargained for health and welfare benefits.
- Obtain a voice in the investment of pension and welfare funds, judging each investment enterprise by its social use and function.

► Organize the unemployed and strengthen their campaigns to organize white-collar and professional workers.

"These suggestions," says the report, "contemplate expenditures of several billions more each year than are now being spent for socially rewarding enterprises, and a larger role for the government than it has now or has been given except in times of crisis."

"In our opinion, this is a time of crisis, the crisis of triple revolution."

"Public philosophy for the transition must rest on the conviction that our economic, social and political institutions exist for the use of man and that man does not exist to maintain a particular economic system."

"This philosophy centers on an understanding that governments are instituted among men for the purpose of making possible life, liberty and the pursuit of happiness and that government should be a creative and positive instrument toward these ends."

Ohio Paper's Secret Acquisition Of Station Brings FCC Action

The Federal Communications Commission has refused to renew the license of an Ohio radio station following the disclosure that controlling interest had been secretly sold to a newspaper.

The FCC rejected the license renewal of Station WWJZ in Lorain and its transfer to the Lorain Journal, noting that control of the station had passed illegally to the newspaper without FCC authorization or consent.

The Journal had previously been enjoined against monopolizing advertising by preventing its advertisers from using WEOL, another Lorain radio station. It has been ordered to pay damages to WEOL.

In St. Louis, meanwhile, the Newhouse Broadcasting Corp. has acquired all the stock of the Signal Hill Telecasting Corp., which operates television station KTVI. The Newhouse Corp., which formerly owned 23 percent of the Signal Hill stock, bought the rest from its previous owners.

Newhouse newspapers include the St. Louis Globe-Democrat. Owners of the Honolulu Star-Bulletin have agreed to sell the

Hawaiian Broadcasting System's Honolulu and Hilo radio and television stations to the Glasmann-Hatch-Hefel group, which owns newspapers and broadcasting facilities in Utah, Arizona and Idaho.

The sale, contingent on FCC approval, reportedly involves four million dollars and covers KGMB radio-TV in Honolulu and KHBC radio-TV in Hilo. It is part of a move by the Star-Bulletin to divest itself of lesser assets, begun earlier this year with the sale of the Hilo Tribune-Herald.

Drexel Paper Wins Prize In Mid-Atlantic Contest

Allentown, Pa.—The Triangle, publication of the Drexel Institute of Technology in Philadelphia, has been named winner of the Middle Atlantic District Council's 1964 Intercollegiate Journalism Contest.

Runner-up was the News of Rider College in Trenton, N.J.; third-place winner was the Crown of King's College in Wilkes-Barre, Pa.

The FCC began hearings in Boston April 20 to determine whether the Herald-Traveler Corp. shall continue to operate station WHDH-TV, which it is currently operating on a temporary license. Three other applicants are seeking the license.

Controversy has surrounded the Herald-Traveler's television license since it was first awarded in 1957. Last year Newton C. Minow, then FCC chairman, voted against temporary extension of the license, urging that other applicants be allowed to bid for it immediately.

Honorable mentions were won by Spilled Ink, of Centenary College for Women, Hackettstown, N.J.; the Daily Targum, of Rutgers University, New Brunswick, N.J.; and the Whit, of Glassboro (N.J.) State College.

Judges were International Vice President Daniel A. McLaughlin, Robert Golden, district-council president, and Sidney Benjamin, council secretary.

D. C. Guildsmen Cite Harrington, Advance Scout In Poverty War

The Washington Guild's annual Arthur Riebold Memorial Award for "unselfish aid to the underdog" went last week to Michael Harrington, author of "The Other America" and a moving spirit behind the nation's new war on poverty.

Harrington, whose book has been credited with inspiring President Kennedy's poverty program, was announced as recipient of the 1963 award at the Guild's annual awards luncheon April 17.

The Guild's two top journalism prizes, the William Pryor Memorial Awards, went to Samuel Stafford, Washington Daily News reporter, and James Atherton, United Press International photographer.

Stafford was honored for a series of articles on abuses in the distribution of surplus food to the needy, while Atherton was cited

for a picture of civil-rights leader Gloria Richardson during a racial disturbance in Cambridge, Md., last year. Stafford's articles had previously won him a share in ANG's 1963 Heywood Broun Award.

Stafford's series also won a prize in the public-service category, while Atherton's picture won the top award for news photography. A second Atherton picture of President Johnson on horseback won an award in the feature-photography category.

Bernard Gwertzman of the Washington Star and Daniel Ingram of the Bureau of National Affairs shared the Guildsmen of the Year Award for outstanding Guild activity.

At the awards luncheon, ANG Research and Information Director Ellis T. Baker presented both Stafford and the Daily News with

1963 Broun Award citations.

Other local prize winners were: Jerry O'Leary, Jr., of the Star, national news coverage; Mary McGroarty of the Star, special award for distinctive reporting; Dan Holk of the News, local reporting; Tom Kelly of the News, human interest; James E. Clayton of the Washington Post, interpretive reporting; Carl Sell of the Star, sports coverage, and Richard Darcey of the Post, sports photography.

Honorable mentions went to Rice Odell of the News and Risa Gustafis and Leslie Whitten of the Post in the public-service category, to Lawrence Laurent of the Post and syndicated labor columnist John Herling in the interpretive category, and to Stan Stearns of UPI in news photography.

The judges were Willard Shelton, editor of the AFL-CIO News and columnist for the Guild Record; Ian Selander of Maclean's magazine, and Wallace Bennett, Time photographer.

Strike Paper Wins Award

Cleveland, Ohio—The Cleveland Record — strike paper published by the Cleveland Guild and other newspaper unions during their 1962-63 strike against the Press and Plain Dealer—was among papers cited in the Cleveland Press Club's annual awards.

The award went to Robert Modley, a Cleveland Press reporter who worked on the Record during the strike, for a Record story on state welfare cutbacks.

Tom Brady of the Press won an award for a series of stories that sent County Recorder Frank Day to Ohio Penitentiary on payroll-fraud charges. Josephine Robertson of the Plain Dealer won another for a series on the role of the family doctor.



KENOSHA KUDOS: The Kenosha Guild's annual Page One award is presented to Dr. R. G. Welch, right, by George T. Parosha, local president, at the Guild's annual Page One dinner. Dr. Welch was honored for his promotion of the Sabin oral-vaccine program for polio immunization.



PINNED: Anthony Quintieri, dean of New York City newspaper photographers, receives 25-year pin from ANG President Arthur Rosenstock as Alfred Franceschetti, chairman of the Guild's II Progress Unit, looks on. Quintieri helped found the unit.

27 Times As Fast

Small Dailies' Growth For Outstrips Giants'

Small daily papers clustered around the nation's 10 largest population centers have grown 27 times as fast in circulation as major metropolitan papers in the same areas, according to a study by Kenneth L. Byerly of the University of North Carolina's School of Journalism.

Reporting in the Sigma Delta Chi Journal, Quill, on a study of circulation figures over the 17-year period from 1945 to 1962, Byerly said the metropolitan papers expanded from a total circulation of 16,160,503 in 1945 to 16,641,161 in 1962, an increase of 480,658, or 3 percent.

But during the same period the small dailies grew from 2,788,729 to 5,034,082, an increase of 2,245,353, or 80.5 percent.

The small papers' Sunday circulation has grown at an even more rapid pace—203.4 percent during the 17-year period. During the same period, the metropolitan papers' Sunday circulation declined by 4 percent, Byerly found in a supplementary survey reported this month by Publishers' Auxiliary.

A decline in the number of metropolitan dailies during the 17-year period has been accompanied by an increase in average circulation of the surviving papers, from 329,806 to 462,254, or 40.2 percent.

But the average circulation of

H. W. Donovan, Ex-Guildsman, Takes Helm Of Luce Empire

New York City—Hedley W. Donovan, a former Washington Guildsman, last week succeeded Henry R. Luce as editor-in-chief of All Time Inc. publications.

Donovan, who has been editorial director of Luce publications since 1959, will have complete editorial responsibility for Time, Life, Fortune, Sports Illustrated and other



Donovan

magazines in the Luce group. Luce's resignation as head of the publishing empire he founded was announced at Time's annual stockholders' meeting last week. He will assume the title of editorial chairman.

Donovan, who is 49, was a member of the Washington Guild while working as a reporter for the Washington Post from 1940 to 1948. He joined the staff of Fortune that year, becoming associate managing editor two years later and managing editor in 1953.

Big Money Talks

Blue-Chip Companies Peddle Ultra-Rightist Propaganda

AFL-CIO News Service
A Columbia University professor has charged that top American "blue-chip" corporations are including "heavy doses of radical rightist materials" in their anti-Communist public-education programs.

Alan F. Westin, associate professor of public law and government at Columbia, who made the charges, said there is no evidence of the existence of a corporate conspiracy with the extreme right and that "intelligent, balanced—and indeed even liberal—corporate anti-Communist programs," do exist.

Westin's findings, in Commentary magazine, are based on first-hand research into the anti-Communist materials of more than 100 corporations, and discussions with leading management associations, many corporate public-affairs officers and spokesmen for civic and labor groups.

The article, "Anti-Communism in the Corporations," cites as a major example of extreme right-wing propaganda "Communism on the Map," a one-hour film strip "written by a Birch Society stalwart who drew heavily from Robert Welch's Blue Book."

Despite the fact that the Birch origins of this film were widely exposed in the press, hundreds of major companies continue to use it, including Goodyear Tire, Minnesota Mining, Aluminum Corp. of America, Boeing, Jones & Laughlin Steel, Revco Copper & Brass, Conval, Arkansas-Missouri Power, Texas Power & Light, Schick Safety Razor, Ohio Bell Telephone and North American Aviation.

Although Dr. Fred Schwarz of the Christian Anti-Communism Crusade has disavowed the film as a mistake, it "continues as a best seller in the corporate world not only for showing to employees, but also for active community programs of these companies," Westin said.

Westin points out that many of the "activist" indoctrination programs are carried out by "small and middle-sized businesses" located in California, pockets of the South, and the southern tier of the Midwest. Large firms in these areas that rely heavily on Birch materials are either individually owned or family managed.

In this category, the most extensive customer-community "educational" campaign is conducted by the Coast Federal Savings & Loan Assn. of Los Angeles, one of the five largest savings and loan institutions in the country with assets of more than 600 million dollars.

Other substantial firms that carry on active Birchite programs, Westin said, are Knott Berry Farm and Dr. Ross Dog Food in California; Cherokee Textile Mills in Tennessee; Spindale Mills in North Carolina; the Allen Bradley Corp. of Wisconsin and the Warner & Swasey Co. in Ohio.

The Freedom Forums sponsored by the National Education Program, an extreme rightist group, have involved many members of the "blue-chip corporate community," including Boeing Aircraft, Houston Lighting & Power, Monsanto Chemical, Gulf Oil, Southwestern Bell, Stockham Valves & Fittings, Pontiac, Quaker Oats and Goodyear.

These companies and others send executives to participate in the Freedom Forums, which include representatives of the following rightist groups: John Birch Society, Four Freedoms, Christian Anti-Communism Crusade, Americanism vs. Communism, Committee of Correspondence, Christian Economics, and Lamp-lighter Study Group.

Westin stressed that despite publicity given to the extremist character of the National Education Program materials, top company executives from firms such as Swift & Co., Monsanto Chemical, General Electric, Armco Steel, and Mississippi Power still sit on the Freedom Forum Advisory Committee.

Major companies have also had an important hand in financing Schwarz' right-wing Christian Anti-Communism Crusade. Westin reported that a newspaper advertisement endorsing the Schwarz rally was signed by top executives from Rexall Drugs, Air Finance Co., United Whelan, Bank of America, Diners Club, E. F. Hutton & Co., and others.

Business leaders are beginning to recognize the danger of extreme right-wing propaganda and several management groups, "including the American Management Assn. and the Effective Citizens Organization, have begun to distribute lists of responsible books, films and speakers, and to advise interested companies about course packages to be avoided," Westin reported.

Westin stressed that despite publicity given to the extremist character of the National Education Program materials, top company executives from firms such as Swift & Co., Monsanto Chemical, General Electric, Armco Steel, and Mississippi Power still sit on the Freedom Forum Advisory Committee.

Major companies have also had an important hand in financing Schwarz' right-wing Christian Anti-Communism Crusade. Westin reported that a newspaper advertisement endorsing the Schwarz rally was signed by top executives from Rexall Drugs, Air Finance Co., United Whelan, Bank of America, Diners Club, E. F. Hutton & Co., and others.

Business leaders are beginning to recognize the danger of extreme right-wing propaganda and several management groups, "including the American Management Assn. and the Effective Citizens Organization, have begun to distribute lists of responsible books, films and speakers, and to advise interested companies about course packages to be avoided," Westin reported.

Westin stressed that despite publicity given to the extremist character of the National Education Program materials, top company executives from firms such as Swift & Co., Monsanto Chemical, General Electric, Armco Steel, and Mississippi Power still sit on the Freedom Forum Advisory Committee.

Major companies have also had an important hand in financing Schwarz' right-wing Christian Anti-Communism Crusade. Westin reported that a newspaper advertisement endorsing the Schwarz rally was signed by top executives from Rexall Drugs, Air Finance Co., United Whelan, Bank of America, Diners Club, E. F. Hutton & Co., and others.

Business leaders are beginning to recognize the danger of extreme right-wing propaganda and several management groups, "including the American Management Assn. and the Effective Citizens Organization, have begun to distribute lists of responsible books, films and speakers, and to advise interested companies about course packages to be avoided," Westin reported.

Westin stressed that despite publicity given to the extremist character of the National Education Program materials, top company executives from firms such as Swift & Co., Monsanto Chemical, General Electric, Armco Steel, and Mississippi Power still sit on the Freedom Forum Advisory Committee.

Major companies have also had an important hand in financing Schwarz' right-wing Christian Anti-Communism Crusade. Westin reported that a newspaper advertisement endorsing the Schwarz rally was signed by top executives from Rexall Drugs, Air Finance Co., United Whelan, Bank of America, Diners Club, E. F. Hutton & Co., and others.

Business leaders are beginning to recognize the danger of extreme right-wing propaganda and several management groups, "including the American Management Assn. and the Effective Citizens Organization, have begun to distribute lists of responsible books, films and speakers, and to advise interested companies about course packages to be avoided," Westin reported.

Westin stressed that despite publicity given to the extremist character of the National Education Program materials, top company executives from firms such as Swift & Co., Monsanto Chemical, General Electric, Armco Steel, and Mississippi Power still sit on the Freedom Forum Advisory Committee.

Major companies have also had an important hand in financing Schwarz' right-wing Christian Anti-Communism Crusade. Westin reported that a newspaper advertisement endorsing the Schwarz rally was signed by top executives from Rexall Drugs, Air Finance Co., United Whelan, Bank of America, Diners Club, E. F. Hutton & Co., and others.

Business leaders are beginning to recognize the danger of extreme right-wing propaganda and several management groups, "including the American Management Assn. and the Effective Citizens Organization, have begun to distribute lists of responsible books, films and speakers, and to advise interested companies about course packages to be avoided," Westin reported.

Westin stressed that despite publicity given to the extremist character of the National Education Program materials, top company executives from firms such as Swift & Co., Monsanto Chemical, General Electric, Armco Steel, and Mississippi Power still sit on the Freedom Forum Advisory Committee.

Major companies have also had an important hand in financing Schwarz' right-wing Christian Anti-Communism Crusade. Westin reported that a newspaper advertisement endorsing the Schwarz rally was signed by top executives from Rexall Drugs, Air Finance Co., United Whelan, Bank of America, Diners Club, E. F. Hutton & Co., and others.

Among Ourselves

Hawaii Guild President Roy C. Kruse has a new position that has made him the envy of Honolulu's drinking newspapermen.

Kruse has been appointed to the Honolulu Liquor Commission by Gov. John A. Burns.

It will be a part-time position for Kruse, who is a display advertising salesman for the Honolulu Star-Bulletin and Advertiser.

Kruse is presently soaking up experience for his new post.

New York Guildsman James E. Breslin's "A Death in Emergency Room One," an account of events at Parkland Memorial Hospital on the afternoon of President Kennedy's assassination, has won the Herald Tribune columnist

award for general reporting in 1963. . . . Also on the recent awards list: Dan Kurzman of the Washington Post in the Overseas Press Club's business-news category and Laura Bergquist of Look in the field of magazine reporting.

M. Michael Potoker, secretary-treasurer of the New York Guild, has been elected to the board of directors of New York's Blue Shield Plan. Potoker is vice president of the New York State AFL-CIO.

Irving Marsh of the New York Herald Tribune has been elected president of the U.S. Basketball Writers Assn. Richard Friedlich of the San Francisco Chronicle is first vice president.

Cleveland Guildsman Jan Melow has taken a leave of absence from the Plain Dealer to write a novel based on the 1962-63 Cleveland newspaper strike. The novel will trace the strike's effects

on two couples. . . . And in Akron, T. Donald John has retired as wire editor of the Beacon Journal after 50 years.

Washington Guildsman James B. Rowland has been elected president of the Maryland Legislative Correspondents Assn. Rowland, a reporter for the Washington Star, succeeds Baltimore Guildsman Bruce Winters.

Bade Winner Starts Leadership Course

Minneapolis, Minn.—James Cesnik, president of the Twin Cities Guild and winner of ANG's 1964 Wilbur E. Bade Memorial Award, will begin a three-week labor-training course April 27.

Cesnik will study under a scholarship to the United Automobile Workers' Leadership Study Center in Detroit. The scholarship was the prize in this year's Bade contest for outstanding local service to the Guild.

16 Gary Jobs Lost As Sentinel Closes

(Continued from Page 1)

amounting, under the Guild contract, to a week's pay for each six months of service.

The sudden closing of the Sentinel came as a surprise to the employees and the community alike.

The Sentinel, designed as a regional morning daily to serve the Gary-Hammond-East Chicago area, began publication last Dec. 10. Planning for the new paper had been under way for over a year. Editor & Publisher reported, and a new building to house its news and business operations was erected in Griffith, south of Hammond. Hammond, like Gary, had no morning paper.

The Griffith office was linked by teletype to the Post-Tribune plant, where the Sentinel was printed. Sentinel circulation was approximately 15,000, compared to 67,000 for the Post-Tribune.

In its announcement of the

closing, the company said it had tried to bring a morning newspaper to the area, but that the cost "far exceeded the support provided by area advertisers."

"Efforts to sustain the newspaper were defeated by simple economics," it said of its four-month attempt.

When the Sentinel began publication, its editorial employees were brought under the existing Guild contract covering the Post-Tribune. The contract permits economy dismissals after consultation with the Guild, "when stringent conditions exist." It does not provide that economy dismissals be made according to seniority but does provide for preferential rehiring.

Management, in informing the Guild of its decision to suspend publication of the Sentinel, said the publishing company was losing \$28,000 a week. It said it was dismissing the five longer-service Post-Tribune employees, and replacing them with Sentinel employees, in an effort to put together "the best possible staff" for the remaining publication.

At a meeting with Guild representatives this week, management stipulated that the dismissals would not set a precedent and agreed that "every consideration" would be given to seniority in any future economy discharges.

Robert McClure, Gary Guild president, said that a placement bureau established by the local has referred each of the jobless Guildsmen to "two or three" job leads, but that it is not known how many have actually obtained jobs.

One of the displaced newsmen, Erwin C. Roseau, a former treasurer of the Gary Guild, had resigned his post as a department head of the Gary Chamber of Commerce in order to serve as the Sentinel's business editor. Before taking the Chamber post, he had been a Post-Tribune staff member for many years.

S. I. Newhouse Wins 1st Round In Springfield

Springfield, Mass.—Chain-owner S. I. Newhouse is expected to seek the removal of six officers and directors of the Springfield Union, Sunday Republican and Daily News in the wake of a master auditor's report bolstering his fight against their management.

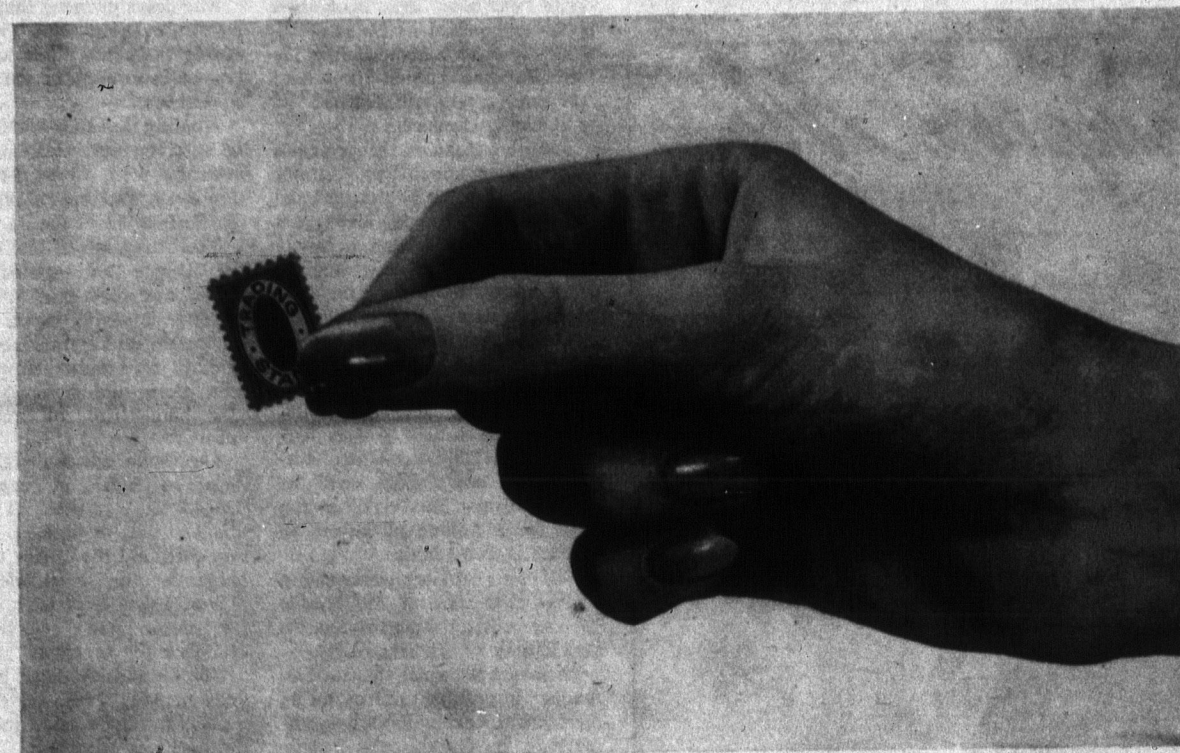
The report is the latest development in a battle between the company's officers and Newhouse, whose Newark Star-Ledger owns 40 percent of the company's stock and has an agreement to buy 45 percent more in 1967.

Newhouse charged mismanagement, waste and diversion of the company's assets.

George N. Beauregard, the special master, questioned the wisdom of the officers' fiscal actions and recommended 20 changes in the company's financial structure to Hampden County Superior Court.

He said the officers had taken advantage of their employers by giving themselves lifetime contracts and big pay increases.

The officers have fought Newhouse bitterly since he began acquiring Republican stock in 1960. At that time the Sunday Republican carried an editorial denouncing him as "a stranger" who bought newspapers as one would collect "objects of art."



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 \$600,000,000, 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.

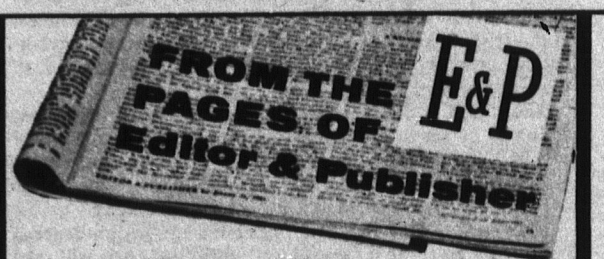
So the tiny piece of paper shown above represents an industry that contributes one billion dollars to our economy every year.

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 1896



From the issue of April 18, 1964.

SOME NEWSPAPERMEN ARE NOT

Of course everyone knows the big part women play in the newspaper industry. But their reasons for becoming journalists and some of their experiences make lively reading in Jean Tarran's story, "Telegraph Desk: A Woman's World." It's newspaper talk, and you get it all in each week's issue of E&P.

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

To start benefiting at once from the information in each issue of E & P, just return the coupon below for a FREE 4-week trial!

EDITOR & PUBLISHER
550 Third Avenue
New York 22, N. Y.

☐ Please rush my first copy of E & P under generous 4-week trial at no cost to me.

☐ I prefer to enter my year's subscription at once. Check for \$6.50 is enclosed entitling me to 4 additional issues at no extra cost.

NAME _____

POSITION _____

NEWSPAPER OR COMPANY _____

ADDRESS _____

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

NLRB Upholds Guild In Vindicator Case

(Continued from Page 1)
independent businessmen whose earnings are controlled by self-determined policies, personal investment and expenditure and market conditions.

"He must resell his newspapers at the prices set by the employer, and within a territory determined and controlled by the employer. Normal operating expenses are of no serious concern to the distributor, for they are reimbursed through proportionate reductions in the rate he pays for the papers."

The board also cited the fact that the Vindicator has required distributors to service new subscribers despite the distributor's opposition and has increased the distributors' draw against their wishes.

Most important, it said, the company has exercised "substantial control" over the manner in which the distributors carry out their tasks, extending to a requirement that they report on customer complaints and to setting minimum age standards for carriers.

The board brushed aside the Vindicator's claim that it delivers "suggestions" rather than "instructions" to the distributors on how to carry out their tasks.

"As . . . the company retains substantial control over the duration of the relationship and . . . the distributor's compensation is not controlled primarily by his own industry and effort but by the decisions and actions of the employer, it is immaterial whether the company's control is exercised by means of suggestion, request or direct order."

The board also rejected the Vindicator's contention that four part-time hoppers and three short-haulers should be excluded from the unit on the grounds that they have no community of interest with the other employees.

The board held that they are properly part of an outside-circulation unit even though they do not share in fringe benefits and there is a considerable turnover of employees in the two jobs.

Job Protection, \$9 Hike Won In Youngstown

(Continued from Page 1)
well as an increase in surgical benefits.

► A fourth week's vacation after 20 years' service.

► An increase in the basic mileage allowance from 10 cents to 11, with a minimum of \$9 a week for the first 100 miles, \$11 plus 10 cents for each mile from 101 to 150, and \$16 plus 10 cents for each mile over 150.

The top minimum for reporters is increased \$4.40 each year to \$145. A new fourth step for society reporters will increase the top minimum by \$8.75 the first year and \$3.50 the second, to \$107.50.

The top minimum for classified-advertising salesmen goes up \$5.40 the first year and \$3 the second, to \$102.

The contract, retroactive to March 1, eliminates a six-day week for a number of jobs.

International Representative Robert Bruner was chief negotiator for the Guild.

'Ought Not Something Be Done?'

London, England—A dwindling number of newspapers is causing concern in England as well as the United States—and for much the same reason.

Sir Cyril Osborne, a Conservative MP, asked Prime Minister Sir Alec Douglas-Home recently to initiate an official inquiry into the possibility of limiting the circulation of individual dailies "so as to prevent the extinction of further newspapers."

"Since free democracy depends on every point of view being represented," Sir Cyril asked, "ought not something be done to stop newspapers going bankrupt?"

The prime minister, seeking to fend off the suggestion, said the Royal Commission on the Press had looked into the subject without finding any solution.

"Surely the prime minister will agree that a free democracy requires the fullest expression in the newspapers of every point of view," Sir Cyril retorted. "Since this cannot be done unless we have a truly diversified press, ought not this to be looked at again?"

Court Throws Out Defender Charges

(Continued from Page 1)
said Defender Guildsmen were "shocked" by the ruling. "Every effort should be made to get this anti-labor decision before the Supreme Court," he declared.

The court, while noting that the Defender had refused to let the Guild examine the company's books to confirm its claim of inability to pay, contended that the Defender had offered the Guild "the same means which it had" of ascertaining the facts.

Publisher John H. Sengstacke's offer to let Kenneth Byrd, former executive director of the Chicago Guild, examine weekly statements of profit and loss and to allow confidential bookkeeping employees to reveal the paper's financial condition were sufficient to satisfy the company's responsibility on this score, the court said.

The board had cited "dilatory tactics" by the Defender in declining to fix a date to start bargaining for Guild mechanical employees, in conjunction with its refusal to open the books, as the basis for a finding of failure to bargain in good faith.

The court said its adverse ruling on the first part of the charge "justifies our rejecting the board's said finding of dilatoriness."

The court also ruled that the Defender was entitled to farm out its mechanical work without bargaining with the Guild.

Wire Service Local Seeks Major Gains

(Continued from Page 1)
the membership for contractual gains.

The concluding session considered strike preparations, as directed by the local's representative assembly in a collective-bargaining report adopted unanimously in February.

The conference recommended a start as soon as possible on the information campaign and the preparation of negotiating material for bargaining.

This campaign, the conference said, should include the mailing of informational material to all local members.

The conference urged the submission of contract proposals to management well in advance of the 60-day contractual bargaining period, starting Nov. 1 for AP and next Jan. 15 for UPI.

The proposals will be submitted to the executive committee. The conference recommended the assignment of one member of each negotiating team to serve as liaison with the membership.

Participants in the conference included local secretary-treasurer Harry S. Culver; administrator Raymond A. Mann; former local presidents Leonard Millman and John Goldsmith; B. S. Brown, AP national committeeman; Edward H. Hart and Eugene S. Bryant, UPI national committeemen, and Richard H. Smith, a former executive-committee member.

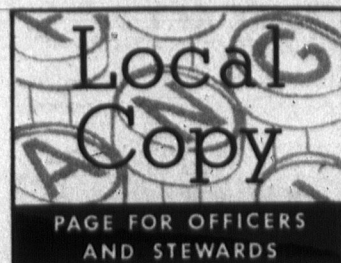
Merger Forecast Held Ridiculous

New York City—Officials of Associated Press and United Press International say a report that the two news services will merge is "too ridiculous" to deny.

Quoted by Robert Crocker, Wire Service Guild president, on a merger prediction by Drew Pearson, representatives of the two services said the report wasn't worthy of comment.

Crocker has renewed his request that AP and UPI issue a formal denial to reassure Guild members disturbed over the report.

Harry S. Culver, administrator Raymond A. Mann; former local presidents Leonard Millman and John Goldsmith; B. S. Brown, AP national committeeman; Edward H. Hart and Eugene S. Bryant, UPI national committeemen, and Richard H. Smith, a former executive-committee member.



Profits Reach \$6,900,000 At Dow Jones

Net earnings of Dow Jones & Co., publisher of the Wall Street Journal and the National Observer, reached an alltime high of \$6,937,884 in 1963, according to the company's annual report.

Dow Jones' profits, equivalent to \$4.44 a share, were more than \$400,000 higher than 1963 earnings of \$6,518,538 and more than \$150,000 greater than the company's previous peak of \$6,772,845.

The increase was achieved in the face of the National Observer's continued operation at a loss. But the two-year-old weekly, moving rapidly toward the black side of the ledger, showed a 48-percent circulation gain to 167,103 at the year's end.

Dow Jones reported net income of \$1,424,554 for the first quarter of 1964, down slightly from 1963 because of a \$240,000 loss on the sale of New York City real estate.

Meanwhile, the New York Times reported a 1963 profit of \$1,069,127, despite a first-quarter loss of more than four million dollars due to the 1962-63 newspaper strike.

The Times' earnings were only \$742,423 less than in 1962. The decline was attributable to \$212,500 set aside to cover costs of closing the Times' Western Edition, as well as to a net operating loss of \$527,084 resulting from the effects of the strike.

The losses were offset by income of \$1,170,738 from the Spruce Falls Power & Paper Co., in which the Times owns a 42 percent interest.

The Times' working capital of \$7,279,717 was \$749,565 higher than in 1962.

The Times this week reported net income of \$819,000 for the first three months of 1964, \$530,000 from operations and \$289,000 from Spruce Falls dividends. Stockholders approved a 5-for-1 stock split.

The Southam Co. reported net earnings of \$4,548,104 for its eight Canadian papers in 1963, compared with \$4,773,061 the previous year. Both advertising and circulation revenue rose, increasing gross revenue to \$44,550,917.

Southam papers include the Ottawa Citizen and the Vancouver Province, both under Guild contract.

The Toronto Star reported net profits of \$483,492 for the year ending Sept. 30, 1963, compared to \$1,127,681 for the previous year. Circulation increased but advertising linage was down 3.2 percent.

Time Inc. reported record first-quarter profits of \$232,000, compared to a first-quarter loss of \$862,000 in the same period of 1963, a year in which the company earned record profits of more than 14 million dollars. Magazine earnings are invariably low in the first quarter as a result of the post-Christmas advertising lull.

Time stockholders last week approved a three-for-one split of the company's 2,700,000 shares, recently quoted at \$120 a share.

4-Week Vacations The Rule

Leisure Growing, Contract Study Shows

A Vacation First

Detroit, Mich.—Guild members at the Detroit News have become the first on a Guild newspaper of general circulation to win four weeks' vacation after as little as five years' service.

The vacation requirement is set at ten years in the first year of a new two-year contract and at five in the second under terms renegotiated after the Guild unit rejected a tentative settlement (reported in the GR of Feb. 14) and authorized a strike. The new contract provides for wage increases of \$2.10 the first year and \$2.25 the second.

Other Guild contracts with four weeks' vacation after five or less years are all on magazines, news agencies or specialized publications.

Of 151 contracts that provide four weeks' vacation, 11 do so after 1 to 5 years' service, 33 after 8 to 10 years, 34 after 12 to 15 years, 43 after 16 to 20 years, 27

after 23 to 25 years, and 3 after 26 to 30 years.

The Guild has more than held its own in improving vacation clauses, even though extended vacations have increased dramatically in other industries during recent years.

AFL-CIO figures show that in 1953 only 4 percent of major union agreements provided vacations of four weeks or longer. By 1962—the latest year for which figures are available—the figure had risen to 43 percent. Fifty-four percent of Guild contracts provided for four or more weeks of vacation by that time.

In line with a trend in other industries, notably steel, two Guild contracts—at the New Republic and Antiques magazine—provide two months' vacation after 10 years and at five-year intervals thereafter.

Three out of five Guild contracts now provide seven or more paid holidays, according to the Collective Bargaining Department's first holiday-clause survey, with only 82 remaining at six days or less. Fifty-one provide seven

holidays, 43 provide eight, and 46 provide nine days or more, ranging up to fourteen.

During the past 10 months, additional holidays have been negotiated in 13 contracts. In nine of them the new holiday is the employee's birthday.

During the same period, seven contracts were amended to provide at least three days' paid leave upon a death in the family, bringing the total of such clauses to 41.

171 Pacts Have Union Security

Seventy-six percent of ANG contracts now have union-security protection, a study by ANG's Collective Bargaining Department shows.

Union-security provisions are contained in 171 of 225 contracts. Of this total, 86 have a full Guild shop, 67 have a modified Guild shop, and 18 have maintenance of membership.

Dues checkoffs are provided in 165 contracts.

Pitfall Lurks In Guild-Shop Modification

New York City—If you want a modified Guild shop in your contract, you had better be careful about how it is worded.

An arbitrator has ruled that a standard clause requiring 14 out of 15 new employees to join the Guild gives that one out of 15 the option of refusing to join, even if management hasn't designated the exemption.

The arbitrator, George Martin, issued the ruling in rejecting a New York Guild request, that Triangle Publications be required to dismiss a desk man who refused to become a Guild member.

The Guild, citing customary practice in other New York contracts, contended that only management has the right to exercise the option of exempting every 15th employee under the union-security clause.

But the arbitrator said the language of the contract, requiring that "no fewer than 14 out of 15 employees . . . shall apply for membership in the Guild," clearly gives the option to the employee as well as to management.

Local Elections

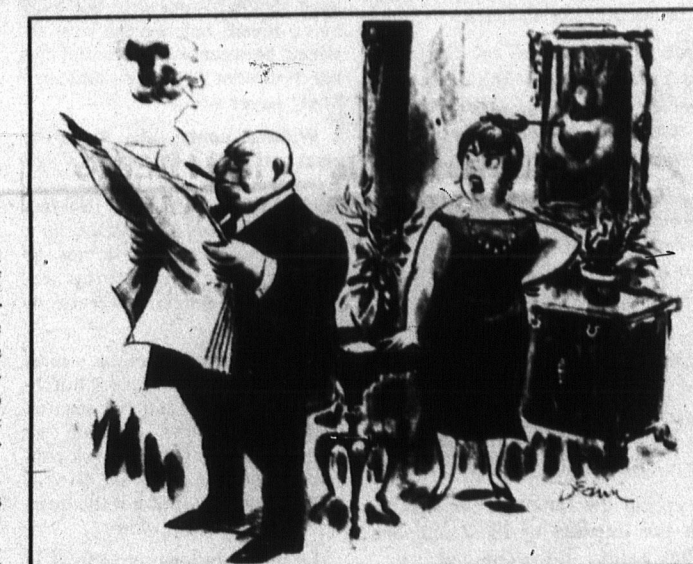
Buffalo
President, Richard Bester; vice president, George Wynn; secretary, Patricia Swift; treasurer, Earl Lawrence, Jr.

Harrisburg
President, Carmen Brutto; first vice president, Harvey Stoner; second vice president, John Nelson; secretary, R. W. Millman; treasurer, Newell Keller.

Merwin
President, Roy C. Kruse; vice president, Alan Goodfader; secretary, Claude B. Lewis; treasurer, Phyllis Meyer.

San Diego
President, Glenn Meent; vice president, Jack Greig; secretary, Marie Donnell; treasurer, George Dienger.

Washington
President, Thomas Kelly; vice president, Paul Schmitt; secretary, Judy Wiebe; treasurer, Walt Hensford.



Drawing by Dudini
© 1962 The New Yorker Magazine, Inc.

"Don't take that tone with me! I'm not labor, you know."

"psychoanalyzing" of the social workers.

Lawyers for both sides have been caught up in the social work jargon. During a tense session, one lawyer shouted that he was "emotionally disturbed" by a proposal. A caseworker said that he probably meant "emotionally upset."

"Everyone here is supposed to be an expert on the human psyche," lamented a caseworker.

The Law

Employer Must Furnish Data On Side Contracts

A Kansas City broadcasting station that refused to furnish the American Federation of Radio and Television Artists with copies of individual contracts negotiated with several members of the bargaining unit has been found guilty of an unfair labor practice.

The National Labor Relations Board has held that Station KCMO's failure to turn over the contracts constituted a refusal to bargain, and directed the company to provide the contracts and the names of employees with whom

the agreements were negotiated.

The contracts awarded the employees an unspecified amount of money for agreeing not to broadcast for other companies in the Kansas City area or engage in other specified outside activities.

The board upheld the finding of an examiner who said the information was necessary to enable the union to determine whether it wanted to negotiate with management on terms and conditions of the contracts.

Editorial

A Serious Threat

The Seventh Circuit Court of Appeals' decision setting aside a National Labor Relations Board order against the Chicago Defender, if allowed to stand unchallenged, represents a serious threat to the labor movement's established right to effectively verify a management claim of inability to pay.

The court has held, in effect, that a company fulfills its obligation under the National Labor Relations Act if it makes an offer to allow a single union representative to see its weekly profit-and-loss statements or to permit bookkeeping employees to give the union their impression of the company's financial condition.

The court held that the Defender did not have to make these statements available to the general Guild membership or to permit qualified auditors to examine the company's records.

While taking this position, the court, oddly enough, contended that the Guild, without access to the books, had "the same means" as management of determining the company's ability to pay.

The courts have heretofore held that companies are not engaging in good-faith bargaining if they refuse to document a claim of inability to pay with adequate financial disclosure. This obligation would be seriously undermined if management is allowed to filter financial data to the union in the manner followed by the Defender.

From their conclusion that the Defender was not guilty of failing to substantiate its claim of inability to pay, the judges drew two further conclusions: that the Defender was not guilty of refusing to bargain on the paper's mechanical employees or of violating the law by declining to reinstate all of the 58 strikers when they offered to return to work.

The first conclusion is curiously illogical, based as it is on an inversion of the NLRB's finding that the Defender's delay in scheduling negotiations on the mechanical employees, taken together with its refusal to provide adequate financial data, was evidence of bad-faith bargaining. The court held that since it had absolved the Defender of one of the offenses, it must therefore be innocent of the other.

The second conclusion is logical but unhappy. Since the Defender is held to be innocent of unfair-labor practices before the strike, the dispute can no longer be considered an unfair-practices strike. And, in view of this, the Defender cannot be found in violation of the law for refusing to rehire all of the striking employees, since such an obligation exists only in unfair-practice strikes.

This billiard-ball reasoning is followed by a final ruling, almost as disturbing as the first: that a company need not negotiate with the union over subcontracting work performed by the bargaining unit if the action takes place during a strike—even if the subcontracting is permanent.

This doctrine, while in line with another recent lower-court decision, requires a union to surrender one of its collective-bargaining rights when it goes on strike—and not just for the duration of the strike but permanently. An employer who goads his employees past all endurance to strike would thus be rewarded by a dispensation from the law.

The Guild is asking the NLRB to appeal the Defender decision to the U.S. Supreme Court. More than the interests of the Guild are involved; the entire labor movement has a stake in the outcome.

'Now You Know As Much About These Books As I Do'



DATELINE: WASHINGTON

Reporters Find Johnson, Reedy A Change Of Pace

By WILLARD SHELTON, Washington Guild



The press relations of President Johnson, which reached a low point a couple of months ago, have steadied somewhat but have by no means reached the level attained between reporters and the late President Kennedy—and very likely never will.

Without committing the gross error of imagining that a Chief Executive's quality of performance should be measured in terms of what newsmen think of him, whether they like him or not, or even how they like his press secretary, some general observations are possible.

Kennedy was, of course, a master of communication of Churchill's proportions, and his manner indicated that he enjoyed the sparring of his formal news conferences, where he could crush a foolish question (but not the questioner) with a flash of wit.

In these sessions as well as in other appearances, he revealed his social graciousness and courtesy—always with the slight aloofness that conveyed his consciousness of the dignity and loneliness of his job. He was brave when he needed to be; he took the blame for the Bay of Pigs disaster on his own shoulders, and he encouraged reporters to go check other sources to fill in the story.

President Johnson's style is different—informal and wide-swinging rather than restrained and taut. (Kennedy in the Senate was "never one of the boys," a Capitol Hill observer remarked in 1960 in warning reporters that his candidacy wouldn't help elect additional House Democrats, even in Massachusetts, which it didn't.)

The difference, in a sense, is between a Boston Brahmin and the Southwestern rancher—the latter breezy by nature, full of obvious joy in political battle. Mr. Johnson was distinctly one of the boys, although he showed a Kennedy-like capacity to control his own timing in seeking the presidential nomination he thought he had earned in 1960.

The White House inevitably changes a man—but rumblings among the reporters sound famil-

iar to those who heard the Senate press make wisecracks about Mr. Johnson for years.

The "arm-twisting" and "wheel-dealer" phrases are not new; it is fair, in this observer's belief, to say that few in the Senate press gave Mr. Johnson the high marks he deserved for skillfully blocking bad legislation and forcing through affirmative legislation in the public interest, in a Senate consisting always of 99 other prima donnas. He is still new to the White House veterans.

There are the small vanities and mistakes—common to all of us. Mr. Johnson was clearly nervous at matching himself against Kennedy in the full-scale press conferences at which his predecessor had virtuoso qualities. He prefers smaller and informal groups; he prefers, perhaps, one man at a time.

The ground rules are not clearly understood on both sides, as was shown when he was enraged at the stories of fast driving and beer on the LBJ Ranch.

As far as the White House press secretary is concerned, Pierre Salinger's departure is a loss to Mr. Johnson in experience and perhaps temperament.

It must be said, however, that some of the regulars tend to look upon each departed press secretary's regime as a golden age—in retrospect. They said rude things when he was present and functioning, but the new man is the barracudas' fair game. Some of the reporters are prima donnas, too, quick with a question as to "why weren't we told" the President planned to go out some-

where the preceding night.

The late Charles G. Ross, first press secretary to Harry S. Truman, once gently told his briefing session that the President "goes a great many places and sees a great many people you don't know about"—and just let it hang there, a total answer.

In the Senate Democratic Policy Committee in Mr. Johnson's days as majority leader, George Reedy, Salinger's successor, was an invaluable, trustworthy guide to problems and probabilities in Senate legislation.

There are thrills now about his circumlocutory manner of saying "no comment," but his job is totally different. He, too, liked to explain to one reporter at a time, and many reporters had to learn one at a time how to read him accurately. They never got a false steer or a miscalculation as to the weight of factors and imponderables.

The briefing sessions are fast and the questions are various, and it is not surprising that adjustment is required to new faces and new techniques. There is a built-in conflict between reporters and any press secretary: He knows he works for the President and some of the correspondents hate to admit it.

Mr. Johnson says he mingles with tourists because he has to be in contact with the people to learn what they are thinking, what his responsibilities are in relation to their aspirations. It is a quality Harry Truman and Franklin D. Roosevelt shared, and a President who feels this way never loses his closeness to the people.

The Guild Reporter

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

Published by the American Newspaper Guild (AFL-CIO, CLC), the second and fourth Fridays of each month at 1126 16th St., N.W., Washington, D. C. 20036. \$3 per year. Single copies 15¢.
Guild Reporter deadline at 1159 16th St., N.W., Washington, D. C. 20036: letters, advertising and features the Friday preceding publication date; news, Monday preceding publication. Return Requested

Vol. XXXI, No. 9 April 24, 1964

American Newspaper Guild

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

PRESIDENT: ARTHUR ROSENSTOCK

EXECUTIVE VICE PRESIDENT: WILLIAM J. FARSON

SECRETARY-TREASURER: CHARLES A. PERLIN, JR.

REGIONAL VICE PRESIDENTS: Region 1—Daniel A. McLaughlin, 111 Maple St., West Orange, N. J. 07062; Region 2—Richard F. Lane, 61 N. 3rd St., Memphis, Tenn. 38111; Region 3—Lorne R. Woods, 2147 Princeton Ave., St. Louis, Mo. 63109; Region 4—Robert J. Hickey, 1934 Trenton Dr., San Jose, Calif. 95131; Region 5—Edward Santos, Jr., 48 Christopher St., New York, N.Y. 10014; Region 6—William E. McLennan, 639 Dallas Rd., North Vancouver, B.C.

AT-LARGE VICE PRESIDENTS: Jack Debono, 42 Laguna Dr., Willowdale, Ont.; George M. Hukewer, 461 Avenida Dr., West Hills, L. I., N. Y. 11751; Kenneth E. Elmer, 3839 Fryer Ave., Toledo, Ohio 43615; Marshall W. Schless, 8815 Chicago Ave., Berkeley, Ill. 60613; Noel Wical, 7764 Dahlia Dr., Dayton, Ohio 45424; Harvey E. Wing, 1129 Hamilton Lane, Burlington, Calif. 94011.

DIRECTOR OF COLLECTIVE BARGAINING: J. William Flata.
EXECUTIVE SECRETARY, CONTRACTS COMMITTEE: Stephen Bishop.
INTERNATIONAL AFFAIRS REPRESENTATIVE: John E. Stone.
Ronald A. Watts.

INTERNATIONAL REPRESENTATIVES: J. Ed Allen, Edna Berger, Robert E. Brown, Robert Christofferson, Charles Dale, Brian E. Haggan, Fred Jones, William F. Miller, Leol Schrader.



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

My copy of the Guild Reporter for

April 24 arrived 1964

Name

Street & No.

City

State or Province