

Convention Hikes Defense Fund, Votes New Benefits, Per Capitas



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Key Toronto Issue Is Settled; 360 Idle In Detroit Lockout

Toronto, Ont.—Agreement between three Toronto dailies and the Typographical Union on the question of computer jurisdiction was reached this week, but negotiations continued on other issues put on the table by the publishers after the start of the three-week-old dispute.

The agreement came two days after the Toronto Guild, at a membership meeting July 27, voted to offer both parties its "good offices" in seeking to resolve the dispute.

The Guild had earlier announced that, contrary to publisher statements, the Guild did not have nor seek any conflict with the printers regarding jurisdiction over computers performing composing-room work.

Announcement of the agreement was made July 29 by Louis Fine, chief provincial conciliator, but he did not disclose its terms.

The publishers said that under the agreement, no printers would be assigned to the papers' projected multipurpose data-processing centers when they begin to service the composing rooms but that bargaining on jurisdiction could be reopened six months thereafter.

The printers had sought an

Strike Looms In San Juan

San Juan, P.R.—Guild members at the San Juan Star have voted unanimously to authorize a strike in a dispute over a new contract.

Negotiations are continuing, with union security, job security, wages, retroactivity and contract exclusions the principal issues in dispute.

The company moved last week to have the National Labor Relations Board exclude ten members of the unit as supervisors, including Luis Montanez, Jr., president of the local, who is credit assistant to the treasurer.

agreement under which their members would man the computers only when they are used for composing-room work, with other employees manning the machines when they perform operations for other departments. Subsequently, they said they would accept a three-month trial period during which the question of jurisdiction would be left open.

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Detroit, Mich.—More than 350 Guild members are locked out of their jobs at the Detroit Free Press in a three-week-old pressmen's strike that has shut down both the Free Press and the Detroit News.

Although 88 Guild maintenance and security workers at the News were still on the job this week, some 360 Guild members in commercial and editorial departments at the Free Press were laid off July 17, four days after the start of the strike.

Unorganized editorial and commercial employees at the News have been kept on the job.

Two striking locals of pressmen and affiliated paper handlers have the unanimous support of the Detroit Council of Newspaper and Broadcasting Unions, composed of 14 unions. At a membership meeting July 24, the Detroit Guild voted to endorse the council's support of the strike and urged that the council's efforts to bring management to the bargaining table be continued.

The Detroit Publishers Association has announced it would resume talks only in response to a call by federal or state mediators.

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Two Assessments Set In Fall At New Rate

Long Beach, Calif.—The Guild's 31st Annual Convention voted to increase strike and lockout benefits, provide a more adequate and equitable assessment schedule, raise the International Defense Fund floor to a million dollars Dec. 31 and impose two monthly assessments to realize that figure.

The convention, in a spirited financial debate marked by three roll-call votes, also changed the basis of ANG per capita from a fixed sum to one based, like local dues, on the wages of Guild members.

The financial actions highlighted the July 13-17 convention, attended by 182 delegates from 50 locals. Specifically, the convention:

- Raised the International Defense Fund floor to a million dollars effective Dec. 31, \$1.5 million Sept. 1, 1967, and two million dollars Sept. 1, 1969.

- Increased the basic schedule of strike-lockout benefits to \$35 to \$65 a week, varying with the number of dependents, or 30 percent of basic weekly salary to a maximum of \$60, with locals having the option of choosing either system. The new schedule will take effect Dec. 1 or when the Defense Fund reaches a million dollars, whichever comes later.

- Revised the schedule of assessments to provide for payments ranging from \$1 a month for members earning less than \$50 a week to \$6 for those earning \$200 and over.

- Ordered special assessments at the new rate in November and December to bring the Defense Fund to a million dollars, with locals having the option of collecting and/or paying the assessments earlier if they desire.

- Established the basic local per-capita payment to ANG as 1% percent of the average re-

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Other Convention Highlights

The Convention, in addition to bolstering Guild finances, also:

- Heard civil-rights leaders Roy Wilkins and Dick Gregory declare newsmen have a major role in creating understanding of the rights struggle and its goals. (Pages 1, 3.)

- Urged locals to intensify the Guild's drive for equal employment opportunity. (Page 3.)

- Heard a call by ANG President Arthur Rosenstock for immediate introduction of legislation to curb newspaper monopoly and echoed the plea in a resolution. (Page 4.)

- Incorporated protective provisions on automation into the Guild's Collective Bargaining Program and recommended that Guild contracts include a basic minimum guarantee of 13 weeks' severance pay in economic dismissals. (Page 2.)

- Heard senatorial candidate Pierre Salinger score Barry Goldwater. (Page 6.)

- Called on Guild members to intensify their political activity in the face of the rising right-wing threat. (Page 6.)

- Elected Bernard W. Stein international vice president for the New York region. (Page 5.)

Gregory Sees Newsmen Vital In Rights Crisis

Long Beach, Calif.—Civil-rights leader Dick Gregory told convention delegates that newsmen bear a major responsibility for saving the nation from internal destruction.

Gregory, in an impassioned speech that brought repeated applause from the delegates, asserted that it is up to the mass-communications industry to waken the nation's population to the urgency of ending all discrimination.

That responsibility, he declared, "is greater than the churches', greater than the politicians'—it is almost the basis on which this great democracy stands."

Unless the civil-rights problem is solved, he warned, the United States faces the fate that befell other great civilizations, which, too mighty to be conquered from without, "were destroyed from within."

Excerpts from Gregory's address follow:

MANY of us have problems, problems of thought, and this is why it was so important and why I appreciated so much having the invitation to come down here, because you are the people that will save this country, this democracy, probably the greatest form of government the world has ever known. But it is a slow form of government because the masses control.

The only way you wake up the masses is through the mass-communication system, and this is why your job is very important.

You have a hell of a job—waking up the masses. It is a very important job. I have looked at it from one end of this country to the other—from every angle you can look at it—and

we are headed for mass destruction from the inside, and I wonder what's going to have to happen for us to see this.

A bigot, if he wants the right to hate me five-years from now, is going to have to join me so there will be something around here to hate, and we are going down the same path, I imagine, that other great, strong civilizations went—the Romans, the Greeks, the Egyptians—too strong to be destroyed from without, and all of them were destroyed from within. The Trojans destroyed, probably one of the greatest empires the world has ever known, over one woman, and I imagine they were saying, "It takes time. We can solve it."

Well, Rome wasn't built in a day, that's right, but it was destroyed in one night. These are problems that we keep turning our back on, keep saying, "It will be all right."

It is very frightening when you stop and look and realize how big this is.

You see, this great social revolution that is out here in the street today is not black against white. It is right against wrong.

Check the history books and find out when is the last time that wrong won. You will never find it.

The frightening thing is that right has won in many instances at the expense of leveling whole empires to the ground and starting from ashes. This is the frightening part.

This great problem that exists in America today—if it existed outside of our shores, we could solve it, because we have the intelligence, the money, the power and the respect. But it exists within...It is almost like a marriage counselor who keeps other people's homes together and ends up getting a divorce himself.

I don't know how we are so set up that we can do this. We can go to India and build a hospital with federal funds, and every Indian can go to that hospital, but in America if we build a federal hospital, only the vets can go.

We have been unique at being able to do more

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Dick Gregory helps pass collection buckets as Los Angeles delegates contribute to \$607 convention collection to aid civil-rights workers in Mississippi.

Convention Acts To Insure Guards On Automation

Long Beach, Calif.—Declaring that the effects of automation in the newspaper industry "constitute the most acute problem facing the American Newspaper Guild," the convention acted to insure the inclusion of protective language in Guild contracts.

Incorporating the Guild's model protective clauses into ANG's Collective Bargaining Program, the convention made it mandatory that they be proposed in all contract negotiations.

"No new contracts should be entered into," the convention declared, "without protection of the Guild's jurisdiction and against displacement and dismissals from automation."

The convention said each local should insist on language that will protect members against dismissals resulting from automation or new processes and should place "great emphasis" on contract provisions for retraining employees for jobs created by automation or for other available jobs.

Pointing out that severance-pay provisions have proved inadequate in the case of economic dismissals of employees with insufficient service to build up severance credits, the convention amended previous convention recommendations on collective bargaining to recommend that in such dismissals all employees, regardless of length of service, receive a minimum of 13 weeks' severance pay.

The initial impact of automation already has been felt in a number of locals, the convention noted in a report drafted by its Collective Bargaining Committee, headed by James H. White of Memphis. Many others are faced with its effects in the immediate future, the convention said, warning that "all locals must without delay prepare to cope with them."

Reporting that the use of machines "to do work formerly performed by men and women represented by the Guild and other newspaper unions is growing alarmingly," the convention declared:

"Automation has created for the industry, for management and for unions, a problem of the greatest complexity. There will be no easy solutions.

"There are certain to be, and already are, claims and counter-claims as to jurisdiction over new processes. And collective bargaining must set itself determinedly to the vital task of seeing that these new processes benefit working people, as well as owners, rather than that they shall destroy jobs

and the strength of unions which protect the workers."

The convention stressed that the Guild must not lose sight of the necessity for bargaining to assure its members of sharing the fruits of automation.

"The greater profits which publishers will enjoy from the efficiency of new processes should be shared" through higher wages, better pensions, shorter hours, longer vacations and other benefits, the convention said.

"It also is vital," the report declared, "that we bend all of our influence to the end that publishers use new processes not merely for greater efficiency but that they also use them for making possible better newspapers with broader news coverage, better competition for the advertising dollar and an expansion of jobs and opportunities in the newspaper industry, as a vital contribution to the whole democratic process as well as for the welfare of those who work in the industry."

In the area of jurisdiction, the convention said, every local should insist on contract language protecting the Guild's jurisdiction over present work and over new work similar to that now performed by Guild members, as well as over "new processes which lend themselves to performance in Guild jurisdiction," without raising any work "justifiably in the jurisdiction of other unions."

All contracts should require publishers to give adequate forewarning of the introduction of automation and provide for full consultation and agreement between the Guild and the publisher, the convention said. Locals whose contracts are now in effect without such provisions "should nevertheless seek agreement that there will be such notice, consultation and agreement," it added.

At the end of the fiscal year April 30, the convention noted, 17 Guild contracts included some form of automation protection.

In calling for a minimum of 13 weeks' severance pay in the case of economic dismissals, the convention said that deficiencies in existing severance-pay provisions were pointed up by the closing of newspapers in New York, Houston, Lima and Gary and the sale of the Patterson Call.

"The Gary paper was less than four months old," the convention said, "which meant no employee hired for the operation had accumulated any severance."

The convention declared that "such an employee deserves some special protection against economic dismissals at an early stage of his employment until the employee has accrued a substantial amount of severance protection under the usual two-weeks-per-year method of severance computation."

Noting that the highest key minimum provided in Guild contracts still is \$19.50 short of ANG's \$200 goal, the convention urged locals "to continue the drive toward the ANG wage goals, even while concentrating on such items as better pensions, longer vacations, more holidays and shorter hours as both protections against automation and a sharing for our members of the fruits of automation."



Collective Bargaining Committee

Guild Must Key Organizing Pace To Automation, Delegates Warn

Long Beach, Calif.—The Guild must quicken its organizing pace if it is to maintain its present membership level in the face of growing newspaper automation, the convention declared.

The warning was sounded in the convention's organizing report, prepared by a committee headed by Fred T. Kearney of Youngstown.

Calling upon the Guild to adapt its organizing techniques to the new situation, the convention warned that "if the Guild does not move ahead of automation, it will find automation has placed thousands of potential members forever beyond its protection."

Guild membership totals at the end of fiscal 1963-64 were not far short of their all-time record, but the convention noted that "this is not enough."

"The tempo of organizing must be accelerated," the convention said, "particularly in unorganized departments, where jobs are disappearing daily."

It urged that "gains made by the Guild in meeting the complex problems posed by automation be exploited as an organizing weapon."

It is "as true today as ever," the convention said, that "no single factor aids organizing as greatly as cooperation on the local level."

"But it is also true," the report noted, "that professional direction charts a more certain course in organizing efforts. To adequately furnish this professional leadership, the staff of international representatives will be returned to its full complement in early fall."

"This course must be followed," the convention report declared, "because for countless employees in the newspaper industry today there will be no tomorrow, at

least not on their present jobs."

The convention also recommended that:

► ANG continue to operate on a four-point priority in organizing, with emphasis first on free riders, second on unorganized departments, third on unorganized shops in organized cities and fourth on new locals.

\$5,200 Income Floor Urged By Convention

Long Beach, Calif.—Citing the persistence of widespread poverty, the ANG Convention called for a guaranteed income of \$5,200 a year for every U.S. family.

The convention, in a pioneering resolution, urged that families whose income is below \$5,200—the level of average current factory earnings—be brought up to that floor by "expanding public works projects, direct cash payments, or a combination of both."

The proposal follows the lines of a public policy advanced last spring by the Ad Hoc Committee on the Triple Revolution, which urged that a minimum income be guaranteed to all in the age of automation without regard to employment.

Herman Singer of New York, in urging adoption of the resolution, cited the Guild Reporter's extensive review of the Ad Hoc Committee report, published April 24 under the title, "Can Work Be Divorced From Income?"

"The long-term unemployed and the permanently poor seem to have become vested into the operation of the economic system," the convention resolution said, adding that "the inroads of automation make unlikely the possi-

bility of sufficient openings in the private sector to absorb the jobless."

The current economic boom, said the resolution, has excluded from its benefits more than nine million low-income families.

Johnson Grooms Guild Efforts

Long Beach, Calif.—A telegram to the ANG Convention from President Lyndon B. Johnson voiced the President's "sincere congratulations and deep appreciation" to the Guild "for maintaining high professional standards both in relationship to your members and to your industry."

"The nation has benefited from informed and dedicated newsmen working under the protections accorded by free collective bargaining in good faith," the President declared.

The convention also heard a six-minute filmed address in which Johnson outlined the social goals and economic programs of his administration.



Organizing Committee

Lost Delegate: Hildy Johnson

Long Beach, Calif.—The sober, workmanlike air of the ANG Convention made an impression on Mayor Edwin W. Wachs as he welcomed the delegates to Long Beach.

He said the audience before him possessed "just the opposite traits" of those epitomized in the "Front Page" stereotype of a newspaperman.

"As I recall that character," the mayor said, "he was unreliable, irreverent, headstrong, alcoholic, impetuous, lecherous, profane and loud."

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Wilkins Hails Guild's Job-Equality Campaign

Long Beach, Calif.—The Guild, by seeking to open newspaper jobs to Negroes, can help to reduce the nation's massive Negro unemployment rate, more than 2½ times the white rate, Roy Wilkins, executive secretary of the National Association for the Advancement of Colored People, told convention delegates.

Wilkins addressed the convention as lead-off speaker in a four-man forum on "Human Rights and the Guild."

"The Guild 'can't tackle the whole Negro unemployment rate,' he said, 'but you can do something in your own area, and I wish to congratulate you on this campaign to improve employment opportunities in the newspaper business for Negroes who are able to fill these jobs.'"

On the qualification of ability, Wilkins recalled a 1962 conversation with a member of the Kennedy administration who complained that the government had some foreign-service jobs open for Negroes but couldn't find any.

"So I said 'For jobs in the foreign service you have to start in high school... with foreign languages and political science and history,'" Wilkins related.

"If a Negro boy goes through high school and college and the foreign-service door has been shut all those years and then along comes John Fitzgerald Kennedy in 1961 and says, 'OK, I am ready to hire some; bring me some Negroes,' you can't find any. They were busy preparing for the jobs they knew were open."

"You are trying to spread the story in your profession that the jobs are open," he told the convention, "and it seems to me that sooner or later you will get Negroes in the newspaper business in increasing numbers who will be an ornament to the profession."

The civil-rights movement and every Negro citizen, Wilkins said, owes a debt of gratitude to the press for the light it has shed on the problems of those who have "suffered indignity and unjustified persecution."

"The understanding and interpretation that you have brought to this civil-rights struggle and its meaning to America may very well spell the difference between the kind of country we will have and the kind of country we ought to have," he told the delegates.

Turning to the Republican convention, then getting under way in San Francisco, Wilkins compared the activities of the party's right wing with those of Hitler's supporters.

Those who declare "with a sort of unbelieving astonishment" that Sen. Barry Goldwater and his supporters are "turning back the clock," Wilkins said, are forgetting that "a man from Munich... rallied the rightists in

Rights Beat?

Long Beach, Calif.—Coverage of civil-rights events has become so important, the ANG Convention's Human Rights Report declared, "that it may well merit assignment of reporters specializing in this field, just as education, labor, police, courts and other areas have specially assigned reporters."

The convention also urged that locals seek the elimination of "irrelevant racial identification" in news stories, which it noted is occurring with increasing frequency.



TOWARD EQUAL RIGHTS: Roy Wilkins, executive secretary of the National Association for the Advancement of Colored People, addresses the convention's human-rights forum. Other participants are, left to right, Richard P. Davis, ANG's associate director of research and information; Dennis Nelson, Western regional director of the National Urban League's Skills Bank, and William Pollard, assistant director of the AFL-CIO's civil-rights department. Moderator was Ellis T. Baker, ANG director of research and information.

drawing the bloodiest curtain of retrogression ever to darken the modern industrial world."

"All the elements are here today," he said, "the strident, unelucidated calls for victory, the ethnic scapegoatism, the pathological interpretation of the most inconsequential event or policy or personage as communism... and finally the suspicions of a free press coupled with irresponsible and even scurrilous newsletters and radiocasts."

Suggesting that the Republican convention in its platform and its campaign philosophy was about to "swallow" the murder

of civil-rights workers in the South, Wilkins said:

"This is not conservatism. This is blood and waste and death... It is death also for the kind of Republicanism that went to war against the stultifying outrage of human slavery in a land of revolutionary freedom..."

"It brings a kind of death, too, for our country's ideals—not a death of the ideal of government's role in righting wrongs, for others will not let that die—but the rot inherent in the fact that after 188 years men can still be found in our land who will pervert, distort and deny

the liberty that has been fashioned so slowly and so painfully by so many over the generations."

But the Negro will not despair to the point of giving up, he asserted. "He has a curious vitality," Wilkins said, "that has enabled him to survive under the most savage persecution and under the most enervating blanketing of hopes and aspirations."

"The Negro may be our true conservative, more true than Mr. Goldwater or any of the lieutenants and architects at San Francisco."

"He may save the United States, this Negro with his faith

and his willingness to work and his belief in the freedom of man, because he wants freedom for men and not for manipulators, for systems."

"... I look—as a result of the civil-rights fight and of the sharpness that has edged into it by the resistance of extremism on the one hand and by the cold and machine-like indifference and callousness of a great political party on the other—for the emergence of a new breed of crusaders that really will bring freedom to our country."

Describing the Guild's efforts to break down the barriers in employment, Richard P. Davis, ANG associate director of research and information said:

"This cause is right in line, it seems to me, with the Guild's fundamental aims. One of our constitutional goals is raising the standards of journalism and the ethics of the industry. An industry in which discrimination is practiced is not, to my mind, a completely ethical industry."

Davis described two areas in which the Guild can work effectively.

First, he said, it can find Negroes who want jobs and determine which companies are willing to hire them.

"This is something on which the Research and Information Department is willing to work with you," he said. "It is going to depend on your help, too. We want from you the names of qualified Negroes, and we want to know about vacancies which are arising."

The second thing the Guild can do, Davis said, is to try to interest young Negroes in newspaper work.

"Many of them probably never

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Convention Urges Intensive Action By Locals To Break Down Job Barriers For Minorities

Long Beach, Calif.—The time has come for intensive action by Guild locals to bring about the employment of more minority-group members by the newspaper industry, the convention declared.

Employment of minority groups in the newspaper industry has expanded "substantially" in recent months, the convention noted, but it added that much remains to be done. While the Guild has moved strongly on minority employment, it said, local action has not been pressed strongly enough.

The convention urged locals to seek meetings with management to obtain the hiring of minority-group members and to initiate steps to interest members of such groups in entering the industry.

Hailing passage of the Civil Rights Act as "a tremendous step forward," the convention said that "human-rights activity on the local level has now attained such importance that each Guild unit, if it is to move effectively in this field, must form a committee to carry out such functions."

The convention said such committees should investigate the local minority-group employment situation and develop contacts with civil-rights organizations. They should approach management to discuss problems of equal employment opportunities, the convention added, focus attention on bargaining no-discrimination clauses and take steps to



Human Rights Subcommittee

encourage members of minority groups to enter newspaper work.

The convention urged the committees to use the Guild's new pamphlet, "Careers for Negroes on Newspapers," to encourage potential employees among minority groups to seek newspaper jobs.

"Unless positive encouragement is given," the convention said, "few of these people will believe that the situation has indeed changed and that there are for them possibilities of careers in the newspaper industry."

The convention called upon

locals to respond to ANG's annual human-rights questionnaire with information about minority employment on newspapers in their areas.

"Without a response from all locals it is impossible to make an intelligent appraisal of progress," it said.

The convention, in a report prepared by its Human Rights Subcommittee, headed by Leonard A. Weeks of New York, also recommended that:

► Locals continue their efforts to bargain no-discrimination clauses and that they emphasize that the Guild's primary

goal of equal opportunity applies to promotions and upgradings as well as hiring.

► Locals use the memorandum prepared by ANG as a suggested means of approaching management on the subject of fair employment practices.

► Locals provide ANG with names of minority-group job applicants when they hear of them and that ANG continue to keep a list, available to locals on request, of qualified applicants.

► Locals participate in observances of Human Rights Day, Dec. 10.

ROSENSTOCK: Action On Monopoly A 'Must'

Long Beach, Calif.—A call for prompt introduction of Guild-proposed legislation to curb the growth of newspaper monopolies was sounded by ANG President Arthur Rosenstock in his report to the convention.

Warning that "grasping men" can abridge freedom of the press "by merger, murder or amalgam," Rosenstock asked the convention to reinforce previous pleas for antimonopoly legislation and to "demand action by the appropriate authorities."

He urged the introduction of a bill that would require 60 days' notice to the U.S. Justice Department before a newspaper merger could be effected and that would enable other purchasers to buy a failing paper at its fair market value to forestall its sale to a competitor.

"The highest such bid might well be lower than the amount a competitor would be willing to pay to achieve a monopoly," Rosenstock noted. "But if the proprietor is assured of receiving at least fair market value for his paper, it seems entirely equitable that he should not receive profits from a merger which unlaw-



ARTHUR ROSENSTOCK
"Stem the Tide of Publicity"

fully tends to promote monopoly and further constricts that diversity of opinion so essential to the functioning of the press in a free society."

The convention responded by adopting a resolution directing ANG to take immediate action to find a sponsor for such legislation in Congress and urging Guild lo-

cals to press their congressional representatives to support the bill once it is introduced.

Rosenstock, in an address key-noted to survival of the industry and of freedom of the press against the growing threat posed by monopoly, castigated publishers for their indifference to the danger.

"There are publishers in this country who show or express little anxiety over the high rate of 'publicity' in our industry as exemplified by merger, monopoly and other peculiar amalgams," he declared. "On the contrary, these vaunted Guardians of Freedom of the Press (and all the companion freedoms guaranteed under the First Amendment) consider this area as a private domain. The handmaidens of press responsibility and press responsibility are for the birds, and their cares (these Guardians) are mainly focused on the feeding of fat cats."

"If we be not concerned with press freedom, who will be? The American Newspaper Publishers Association? The American Society of Newspaper Editors? Editor & Publisher, which bridled and laughed in disdain at the Jus-

tice Department's challenge in the Cincinnati monopoly case just weeks ago? Or even Sigma Delta Chi, the journalistic fraternal society?"

"Only the Guild has been sounding the tocsin and proposing action to stem the tide of publicity! For five years we have been nudging the appropriate bodies out of their silent crime of indifference!"

Recalling the furor over government-managed news, Rosenstock accused publishers of "committing the very crimes they assail."

"Here and now, with the curtain rising on our national elections in the United States," he said, "is a checkpoint on the performance of the Press, its responsibility, its objectivity and its responsiveness."

"Substantial portions of our industry possess firm and frenetic political attachments—even those claiming 'independent' status. We leave the private and constricted domain of the editorial page untouched and to the complete abandon of the owner."

"But not the news columns, space allotment and use (or mis-

use) of the by-line writer and columnist—lone wolf and syndicated—and the killing quills of cartoons and all other art, each weighted with 10,000 poisonous darts. Here the public interest demands detachment."

"The power of all this to brainwash the public 'beast' is staggering."

Rosenstock recalled how a proposed Sigma Delta Chi audit of the political news carried by 250 newspapers in the 1952 and 1956 elections, "died aborning" because the press failed to cooperate.

"One candid publisher opined that there were no corns or bunions more excruciatingly sensitive than those on the feet of too many Lords of the Press," Rosenstock reported.

"Is the free press, privileged as it is, free to continue its ruthless rush to cannibalism—better described in current idiom as book-burning?" he asked.

"We are not 'agin' sex, but we are opposed to sextuple or sextillion when we witness the Goddess of Freedom raped or seduced by prowlers whose sole concern with the freedom they espouse is free-

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Wire Service Guild, Bolstered By Convention, Sets Strategy

Long Beach, Calif.—As the Wire Service Guild acted to intensify its bargaining preparations, the ANG Convention pledged the Guild's full support to the local in coming contract negotiations.

In a resolution, the convention called upon all Guild locals and their members to "be on the alert and ready to offer any assistance" that the Wire Service Local might need in "achieving ANG goals" and in "the difficult task of eliminating inequities between its contracts with Associated Press and United Press International."

At a pre-convention meeting, the local's executive committee voted to create a temporary (full-time post of local representative to assist Raymond A. Mann, local administrator, in bargaining.

The committee also appointed International Vice President George M. Muldowney to head a strike-strategy committee.

The Wire Service Guild delegation met during the convention with ANG officers and staff members and representatives of key locals to discuss wire-service collective-bargaining prospects and to explore ways in which locals can assist in the event that a wire-service strike becomes necessary.

The AP contract expires Dec. 31, and the UPI contract, March 15, 1965.

Thomas J. Murphy, executive vice president of the New York Guild, pointed out at the convention meeting that the UPI contract expires two weeks before major New York newspaper pacts.

The meeting was attended by ANG Executive Vice President William J. Farson, Collective Bargaining Director J. William Blatz, ANG counsel Irving Leuchter and executive officers and delegates from 14 other locals: Boston, Chicago, Cleveland, Denver, Detroit, Los Angeles, Memphis, New York, Philadelphia, San Francisco-Oakland, Seattle-Tacoma, St. Louis, Twin Cities and Washington.

The Wire Service Guild announced it was sending an initial contribution of \$500 and pledging an additional \$100 a week to the Detroit Guild, whose members have been locked out during a craft-union strike.

The Los Angeles and Seattle Guilds pledged \$100 each to Detroit.

The convention pledged the Guild's manpower and resources to aid Boston Guild members facing an intransigent management at the Lowell Sun.

"Brinkmanship" in collective bargaining and individual "harassment" on the part of the Sun's general manager were singled out as stumbling blocks to an acceptable contract settlement.

Potoker, Missing First Convention In 15 Years, Wins Tribute, Gavel

Long Beach, Calif.—M. Michael Potoker, missing an ANG convention for the first time in 15 years, received the convention's "wholehearted congratulations" on his appointment as a New York Criminal Court Judge.

Citing his 15 years of service as secretary-treasurer of the New York Guild, as well as his work as a Guild representative to labor bodies and civic and cultural organizations, the convention expressed its pride in the "public recognition" awarded him by Mayor Robert F. Wagner's appointment.

Thomas J. Murphy, executive vice president of the New York Local, said it was "the first time in our history on the Eastern Seaboard, as far as we know it, that a man was ever selected directly from the ranks of union officers and put on a bench of the criminal courts."

In Potoker's behalf, Murphy accepted an engraved gavel from Philip Feldman, secretary-treasurer of the Empire State District Council.

(John E. Deegan, New York Guild staff director, was nominated July 29 by the representative assembly to succeed Potoker. (Other candidates may be nominated by petition from five percent of the members until Aug. 14.)

ANG President Arthur Rosenstock and Secretary-Treasurer Charles A. Perlik, Jr., both paid tribute to Potoker, a key figure in Guild financial deliberations.

Perlik said the Special Strike Policy Committee report before the convention was "in a large sense a partial monument" to Potoker.

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In Potoker's behalf, Murphy accepted an engraved gavel from Philip Feldman, secretary-treasurer of the Empire State District Council.

Rosenstock called him "the heart and conscience of the Guild."

In a telegram to the convention, Potoker expressed regret that his new judicial duties kept him from missing the Long Beach assembly, adding: "I intend to take advantage of the Guild's constitutional eligibility requirements and remain a Guild member."

In another resolution, the convention paid tribute to Donald F. Schram, who will retire at the end of August after having held numerous offices in the Detroit Guild, including the presidency.

Communist Persecution Of Jews Held 'Inhuman'

Long Beach, Calif.—"Vicious, inhuman practices of the Soviet Union which are threatening to put an end to Judaism and Jewish culture" in Russia were strongly condemned in an ANG Convention resolution.

In a companion resolution, the

convention called upon the Senate Foreign Relations Committee to act without delay on ratification of the United Nations Genocide Convention.

Charging that the plight of Jews in the Soviet Union is becoming ever more desperate, the convention listed a series of repressive acts, ranging from a ban on the baking of matzos to the deposing of synagogue leaders and the arrest and trial of lay religious leaders "on spurious charges of espionage."

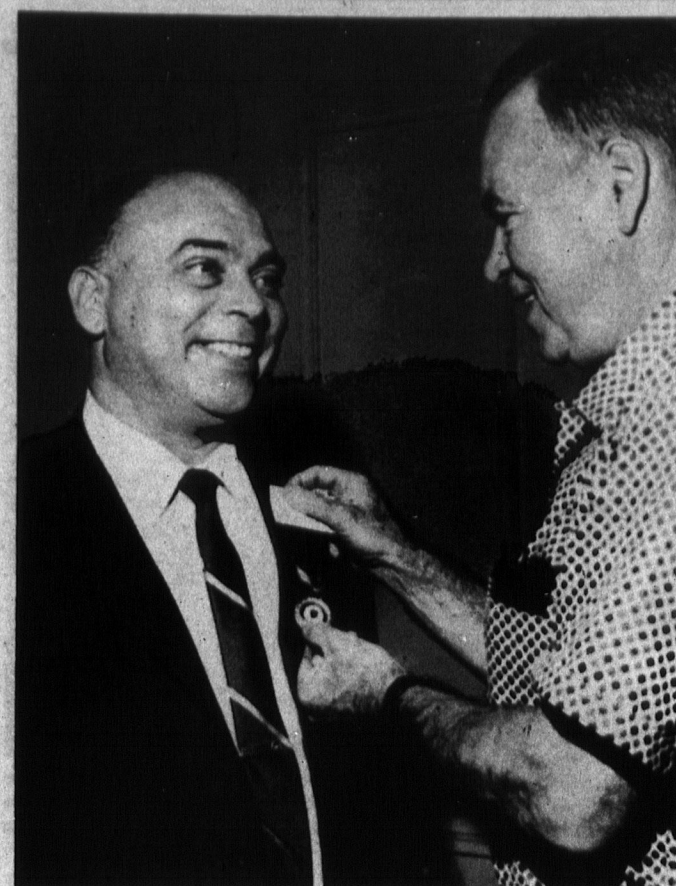
The failure of the United States to ratify the outlawing of mass murder is "among the scandals of the free world and of men of good will everywhere," the convention declared in urging the Foreign Relations Committee to act without further delay.

The genocide resolution was proposed by the Chicago Guild and brought to the convention floor by the Resolutions Committee, headed by John Murphy of Portland, Me.

H. P. Warwick Dies; Ex-Toledo President

Toledo, Ohio — Howard P. Warwick, a past president and charter member of the Toledo Guild, died here July 3. He was 72.

Warwick, who was feature editor of the Toledo Blade at the time of his death, had been copy desk chief and assistant city editor in four decades on the paper.



BADGE OF HONOR: An international officer's convention badge is planned to Bernard W. Stein's badge. Following Stein's election as ANG vice president representing the New York metropolitan region.

N. Y. Region Names Stein Vice President

Long Beach, Calif.—Bernard W. Stein, second vice president of the New York Guild, was elected international vice president for the New York metropolitan region at the ANG convention.

Stein replaces Edward Easton, Jr., who resigned because of ill health. Stein was the only nominee for the post.

Thomas J. Murphy, executive vice president of the New York Guild, who nominated Stein, recalled his work as an organizer of the New York Times Unit, a unit officer and as local vice president. He is a production assistant in the Times' grave department.

In a telegram to the convention, Easton, observing the Guild's no proxy rule, said he was not

formally nominating his successor but called on Region 5 representatives to "hoist a stein to Bernie Stein."

Stein was named to the IEB's finance, appeals and constitution committees at the post-convention board meeting.

The convention paid tribute to Easton in a special resolution, recalling his "brilliant record of contributions to the work of the Guild at every level," as a leader of the New York World-Telegram & Sun strike of 1950, as an IEB member from 1951 to 1955 and again from 1962 to the present, and as president of the New York Guild.

The convention expressed "its heartfelt wish" that Easton make a rapid recovery.

Referendum Procedure Revamped By Convention

Long Beach, Calif.—Constitutional changes to provide more flexibility in setting the dates for balloting in referendums were adopted at the convention.

The convention changed the date for mailing ballots from Aug. 31 to not later than Sept. 9; authorized the International Election and Referendum Committee to establish the voting period between 15 and 30 days from the date of the mailing of ballots, instead of no later than 22 days; changed the deadline for post-marking election returns from the 22nd day after the mailing of ballots to the second day after the close of the voting period, and authorized the IERC to tabulate returns and certify results up to 40 days after the mailing of ballots instead of 30 days.

The new procedures are designed to avoid situations in which the IERC has been constitutionally required to meet over the Labor Day weekend and which have resulted in a voting period that usually includes the Jewish holidays.

Under the new procedure, officers will take office when their



Constitution Committee

election is certified but no earlier than Oct. 15. They formerly took office Oct. 15.

Other constitutional alterations, drafted by the Constitution Committee, headed by Leonard Milli-

man of Wire Service, reflected changes voted by the convention in Guild financial procedures.

FARSON: Now Is The Time For Money Gains

Long Beach, Calif.—There has never been a more opportune time for Guild members to make "the financial gains we are rightfully entitled to," Executive Vice President William J. Farson told the convention in his annual report on the state of the union.

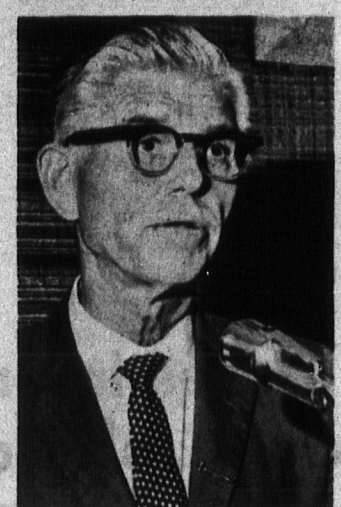
While reporting that the Guild "had a good year in money gains," Farson asserted that "we are still not getting our fair share of the income we are helping to produce."

"The newspaper industry is a profitable industry and has had a profitable year," he said. "According to the Internal Revenue Service report for 1960-61, the last figure available, average net income for U.S. newspapers was 9.3 per cent of gross receipts before taxes, while U.S. manufacturing corporations as a whole showed a net of only 5.9 per cent for the same period. But even these figures are inadequate to give a clear picture of percentage of profit based on investment,

which would invariably be higher. "To get a better perspective, let's take a look at the Scripps-Howard Investment Co. It reported earnings of \$938,301 in 1963 on holdings which originally cost \$4,537,263. That's nearly a million dollars a year profit on a 4 1/2-million-dollar investment—an investment the company now values at something over 15 1/2 million dollars. And this is an increase in value over 1962 of \$1,400,000."

"If you think that only large newspapers are profitable, Matthew J. Culligan, chairman and president of the Curtis Publishing Co., was recently reported in Editor & Publisher as saying: 'But there are certain cities, for example, in which you have newspapers of modest size, where it is possible to make as much as a million dollars a year with a fairly small staff on a relatively small amount of advertising.'"

"If this is a marginal industry, where does one apply to buy a



WILLIAM J. FARSON
"Not Getting Our Fair Share"

hunk of that kind of margin?"

Farson pointed out that U.S. newspaper advertising revenue reached a new high of \$3.7 billion dollars in 1963 while Canadian

national advertising revenue increased by a million dollars. And, he added, circulation income in the two countries rose 135 million dollars to a new high of \$1,939,000,000 in 1962, the latest year for which figures are available.

"This all adds up to a healthy industry," Farson said. "On the basis of these and other profit figures, it is difficult to see how newspapermen can ever again be convinced that a newspaper employee is less valuable—and entitled to less pay—than his counterpart employed in radio, television or public relations."

"Why should a young man interested in newspaper work be expected to subsidize an industry which is making a profit and a good one? Our industry has never been healthier nor has there ever been a more opportune time for us to make the financial gains we are rightfully entitled to. Let's go about getting them!"

Urging approval of the International Executive Board's pro-

posal to base ANG per-capita payments, like local dues, on members' wages, Farson declared: "If there are any among you who feel the ANG might spend this increased income unwisely, I would remind you that Guild programs are formulated and Guild expenditures are reviewed each year at our annual convention by delegates like yourselves."

Reviewing developments of the past year, Farson reported that the Guild had "pursued with renewed vigor its traditional activities in the area of civil rights."

"We can be rightfully proud of our participation at both national and local levels," he said. "While the recently enacted Federal Civil Rights Act is a great victory, it is not the fulfillment of our aims but only the first step in bringing about changes which are 100 years overdue."

"In the international field, the Guild continues to fulfill its obligation to a free and democratic

(Continued on Page 12)

PERLIK: Per-Capita Change Will Aid Defense

Long Beach, Calif.—Failure to correct weaknesses in the Guild's defense and general fund operations could undo much of what the Guild has achieved "in terms of harmony, unity and determination," ANG Secretary-Treasurer Charles A. Perlik, Jr., declared in his report to the convention.

Perlik emphasized that the International Executive Board's proposal for a new basis for per-capita payments—later approved by the convention—is closely linked to the strength of the Defense Fund as well as the General Fund.

"The new per capita would be based upon a percentage of the average top reporter minimum salary," he pointed out. "A percentage of this per capita would be assigned to the Defense Fund 40 percent—analogs the average reporter minimum rose, so would the per capita and so would the Defense Fund contribution."

"If the new Defense Fund floors are adopted, the need for

larger per-capita assignment to the Defense Fund is self-evident if we are to avoid future assessments. Thus, the per-capita proposal is part and parcel of the muscle we are building into the Defense Fund by way of the Strike Policy Committee report.

"This, of course, is aside from the logic which supports the proposed new per-capita structure. When salaries rise, locals receive increased dues income. The new structure would equalize distribution of that income."

Perlik, reviewing the state of the Guild's finances, reported a cumulative year-end General Fund surplus of \$26,936.94 and a current Defense Fund balance of \$662,000.

"The Defense Fund figure, highest that we have ever had, is seen in its full significance only in the perspective of the beginning of our last fiscal year," Perlik said, "when the fund was \$348,185.27 in the red and ANG owed some \$525,000 to other lo-

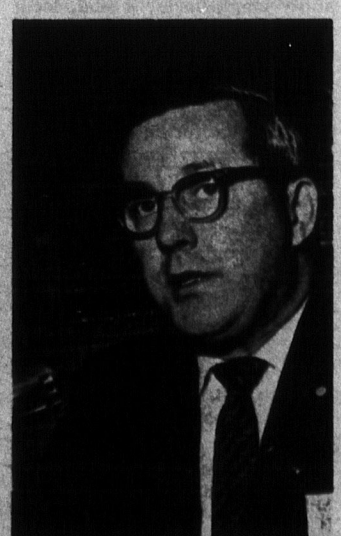
bor unions and \$170,000 to the New York Local.

"This is remarkable recovery. We could hardly have done better. And our membership deserves our everlasting gratitude for the way it stuck to the task imposed by last year's emergencies."

"Our financial picture is excellent now, and plans have been introduced to keep it that way."

"In 1959 and 1962 we took steps to assure long-run strength of the Defense Fund by adopting substantial per-capita apportionments for the Defense Fund. This year, proposals of the Special Strike Policy Committee are designed to give us a well-rounded Defense Fund operation which will greatly increase our short-range capability to meet an emergency."

"Improvement of this nature is clearly necessary if we are not to ignore the lessons and the meaning of the financial emergencies posed by the New York and Cleveland strikes."



CHARLES A. PERLIK, JR.
"Time To Solidify"

"We could undo much, if not all, we achieved in terms of harmony, unity and determination were we to leave this convention

without properly taking note of the weaknesses which brought on our financial hardships and doing what is right to correct those weaknesses."

The new per-capita structure, Perlik said, "would be a final recognition of the joint stake which locals and ANG have at the bargaining table. As the Officers' Report says, 'Effective, successful bargaining is the joint product of joint efforts of the Locals and the ANG, and the need for both is inseparable.'"

"There can be no more precise way of measuring this joint stake than the new per-capita structure provides."

"Last year, as we met after a season of stress and strife, we felt that the publishers were watching our deliberations closely. Today we are stronger. But there is no reason to suspect the publishers have relaxed their vigilance. This is the time to solidify our position. Let us get off with it!"

And Then . . .



Elke Sommer, German film star, receives a convention badge at the hands of President Arthur Rosenstock.



Brian O'Brien of the Canadian Wire Service Guild and wife, Lee, break off beach sightseeing to register.



Research and Information Director Ellis T. Baker, left, and Philadelphia Administrative Officer David S. Schick toast beards at beachfront Hawaiian luau.



The wonders of Disneyland are absorbed by delegates and their children under the eye of a girl guide.

An intriguing interlude for delegates at exotic luau on convention outing.



There Was FUN



Television clown Paul Alford, formerly of the Ringling and Shrine circuses, entertains children while parents go to a party.



Diane Himes, until recently of the San Francisco Examiner Unit, serves former coworkers at the convention hotel, where she is working while acting in summer-stock theater.

Convention Increases Defense Fund, Benefits

(Continued from Page 1)
porter top minimum on newspapers published at least five days a week, with 40 percent of the sum going into the Defense Fund.

These actions were approved following the defeat of a Finance Committee minority report that sought to establish a \$750,000 Defense Fund floor Dec. 1, effectuating the new benefit schedule when the fund reached \$750,000, and to postpone the million-dollar floor to Oct. 1, 1965, the \$1.5 million floor to Oct. 1, 1967, and the two-million-dollar floor to Oct. 1, 1969.

Under the ANG Constitution, an emergency exists and assessments may be levied when the fund is under the specified floor.

The minority report was rejected on a roll-call vote, 273-136/0 to 100 47/60. (See roll-call tabulation on next page.)

A subsequent motion to conduct an international referendum on the Defense Fund, assessment, benefit and per-capita changes was also defeated, 316 1/3 to 47 2/3. Richard L. Batzer of Buffalo later announced he would ask his local to initiate a referendum on the finance report.

"I want to see where the power really lies in this union," Batzer said, "and I think I know."

The five-hour debate also saw a motion by International Vice President Jack Dobson of Toronto to delete the per-capita change defeated on a voice vote. Dobson contended that automatic per-capita increases would "de-emphasize" conventions and the responsibility of the international.

The new 14-percent per-capita rate will not increase the present fixed per capita of \$2.30 during the current fiscal year but will raise it gradually as the level of Guild wages rises in the future.

The Finance Committee, after almost three days of discussion, submitted a report recommending an April 1 date for establishment of the million-dollar floor, putting the benefit schedule into effect when the Defense Fund reaches a million dollars and setting February and March as the months for imposing special assessments to bring the fund to that level.

The committee recommended giving locals the option of collecting the assessments earlier in order to allow them flexibility in accommodating the assessments to local problems.

The Special Strike Policy Committee, whose report was presented to the convention by Joe F. Stell of San Jose, had recommended Oct. 1 as the date for reaching a million dollars and suggested assessments in October and November.

The final Dec. 31 date and the choice of November and December as assessment months emerged from an amendment submitted by David S. Schick of Philadelphia following rejection of the minority report.

The Schick amendment, which made the new benefit schedule effective Dec. 1 or the month in which the Defense Fund reaches a million dollars, whichever comes later, was approved by a vote of 245 5/6 to 127 1/6.

The majority report and the Schick amendment were opposed by a combination of small and middle-size locals, mostly in the Pennsylvania-Ohio-Indiana and Midwest regions, which objected mainly to the two assessments.

They were joined in the minority report by representatives of several other locals who opposed the majority report's postponement of the new benefit schedule until the Defense Fund reached a million dollars in the spring.



Finance Committee

These delegates, however, voted for the Schick amendment, which moved up both steps.

The finance majority, in a report presented by John M. Lemmon of Washington, committee chairman, warned that the Guild must profit from the experience of 1962-63, when the New York and Cleveland strikes put the Defense Fund deeply into the red.

"We must make sure that the Defense Fund is better able to meet its obligations," declared the report, later adopted by the convention, "and that the next crisis will not be quite so penetrating, quite so frightening and quite so disabling."

"To meet and deter future crises, the Guild must systematically build its Defense Fund far higher and must make provision to raise cash quickly in an emergency."

"This ability to raise cash must be equitable to all our members and must be sufficient not only to pay adequate strike-lockout benefits but must be high enough to reinforce the Guild's credit position."

The minority report, presented by Harry Golden, Jr., of Detroit, argued that its alternative proposal would increase the Defense Fund floor 50 percent this year, guarantee a two-million-dollar floor on the date recommended by the Strike Policy Committee and assure a million-dollar floor "a mere six months after the date offered in the majority report."

The minority said its proposal would also "speed the introduction of increased strike benefits on a sound basis and open the likelihood that the increased benefits will be available through the normal dues buildup this year."

"Most importantly," said the minority, its proposal would "accomplish all these things without violating the constitutional principle that assessments are to be levied only in the event of an

emergency and open an avenue of possibility that all the successors of floors to the two-million-dollar ultimate objective be reached... without imposing any assessment whatever."

The convention, acting on a recommendation, had earlier amended the Constitution to allow conventions to levy assessments, while forbidding the convention and the International Executive Board to levy assessments in the same month.

ANG Secretary-Treasurer Charles A. Perlik, Jr., notified locals this week of the November and December assessments, noting that they may be collected or paid earlier if the local prefers.

Proponents of the majority report contended that it was vital to reach the million-dollar floor at the earliest possible date to strengthen the Guild's defenses.

Supporters of the minority report argued that imposition of special assessments in the absence of a specific emergency was unjustified and that it would make little difference if the million-dollar goal were reached six months later.

"You can raise the money from any Guildman when you have a crisis," said Irvin Kreisman of Madison. "But when you have an artificial emergency, the boys back home don't want to pay, and I don't blame them for not wanting to pay."

"And you can't say that there is an emergency when you are having \$999,999 in the Defense Fund or not an emergency when it is at a million-dollar level."

"We say approach this at a slightly slower pace," said Mortimer J. Carpenter of Buffalo, "so we can properly reflect what the people back home are thinking."

"To go ahead and attempt to put assessments on when there is no emergency is only going to really bring out the diarchs who

want to save their pennies in their own pocket."

"The minority report makes reaching a million dollars easy, comfortable—so comfortable you may never reach it," retorted Thomas J. Murphy of New York. "I don't think we can reach a big Defense Fund in comfortable fashion or by passing the hat."

"I think we have to realize we must make sacrifices, because it is not only our money, it is by our willingness to make sacrifices, whether they be in the form of assessments or walking a picket line or respecting another union's picket line, that we really impress the publishers."

"I think we might like this to a decision by our Defense Department that we need an ICBM, a deterrent weapon, that would be aimed at Moscow," said Robert M. Crocker of Wire Service, "but we can't afford one that will shoot as far as Moscow now, so for a year or so we will spend a little less money and build an ICBM that will shoot as far as the Channel Islands and scare hell out of those Jersey cows."

The prolonged debate was marked by frequent parliamentary confusion.

At its conclusion, following adoption of the amended majority report by a voice vote, Ralph W. Veatch, Jr., of Denver moved for an international referendum on the disputed sections. But many of the locals that had opposed the report declined to go along, sending the motion down to defeat by more than 6 to 1.

The convention, which had been urged by the Strike Policy Committee to empower the IEB to levy assessments in prospective emergencies, affirmed the board's authority to impose assessments "in any circumstance which in the IEB's considered judgment constitutes an emergency."

An added Constitution Committee statement that "prospective

events if reasonably proximate and foreseeable, may constitute an emergency" was deleted on a motion by International Vice President Marshall W. Schieve of Chicago.

The new benefit schedule, which, like the assessment schedule, follows the Strike Policy Committee's recommendation, calls for a minimum payment of \$35 per week for members with no dependents and a basic maximum of \$65 a week for those with five or more dependents, with a top of 90 percent of salary after taxes.

The convention, however, added a proviso that for the first time allows locals to substitute a percentage-of-salary schedule of benefits. Locals will be permitted to adopt either the standard schedule or one under which members would receive 30 percent of their basic weekly salary up to a maximum of \$60.

Benefits at all levels will be raised \$5 at the end of the fifth week of a strike or lockout and another \$5 at the end of the 13th week, with the 90-percent-of-salary ceiling applying in both cases.

Dependency claims will be allowed on the basis of those permitted under federal income-tax regulations. Striking or locked-out members will be allowed to receive unemployment compensation and up to \$35 in earned income without losing benefits.

Previous policy denying benefits to members receiving vacation compensation during a strike or lockout was reversed, and locals were authorized to determine the basis for paying benefits to part-time members.

The convention directed the IEB to study "changes required to update the Guild's model dues schedule" and to report its findings to the 1965 Convention.

It also directed the IEB to study the disparity involved in the constitutional provision requiring the payment of full per capita on dues payments even slightly above the per-capita rate while limiting the per capita to 50 percent of dues payments at or below the rate. It asked the board to recommend to next year's convention a formula to "ameliorate this inequity."

In other actions, the convention:

Amended the ANG Constitution to exempt new members from assessment in organizing situations indefinitely at the discretion of the secretary-treasurer in order to facilitate organizing efforts.

Reappointed Roberts Bailey of Philadelphia, Thomas Fay of New York, Fred Krecker of Hammond, Helen Minear of Pittsburgh and James Gallagher of Albany to the International Election and Referendum Committee.

Approved a 1964-65 budget of \$548,998 and anticipated income of \$544,250.

Authorized salary increases of \$10 a week retroactive to May 1 and \$10 next May 1 for Executive Vice President William J. Farnon and Perlik.

Following the convention, the IEB approved \$7.50 salary increases each year for J. William Blatz, director of collective bargaining, and Ellis T. Baker, editor of the Guild Reporter and director of research and information.

The board also approved a new contract between ANG and the Federation of Guild Representatives, providing a \$6 increase each year for staff members and \$1 for pensions in the second year.

The raises are the first ANG officers and staff members have received in two years.

Quicker GR Delivery, New Readers Sought

Long Beach, Calif.—The ANG Convention, praising the Guild Reporter for improvements during the past year, called for steps to speed its distribution and widen its readership.

The convention, in a report drafted by its Guild Reporter committee, headed by Robert M. Golden of Lehigh Valley, recommended the continuation on a regular basis of air-freight delivery to the West Coast and Rocky Mountain areas, which it noted has speeded delivery by almost a week.

Calling upon locals to notify the GR if delivery is delayed more than 10 days after publication, the convention asked the GR staff to continue exploring ways of speeding distribution.

To encourage expanded readership, locals were asked to post pages of the Guild Reporter with significant stories on bulletin boards. It was also suggested that GR stories be reprinted in local leaflets and publications, with their source cited.

The convention praised the GR for "marked improvement of coverage and makeup" and singled out "intensified coverage of collective bargaining developments on a breaking-news basis; development of features on bargaining

trends and automation; expanded coverage of Canadian news and increased use of picture and feature displays."

A study of advertising and its effect on Guild Report operations, the convention noted, "has raised serious questions in the staff's minds about the desirability and advisability of carrying commercial advertising." The convention suggested that the GR continue its review of advertising "with a view to its possible elimination when over-all Guild finances permit."

The convention also recommended that:

Locals notify the GR promptly of changes of address both to speed delivery and to reduce the cost of returned copies, which cost the GR \$500 a year.

The GR staff notify locals of the types of stories and pictures most desirable, and that locals appoint GR correspondents.

The GR print letters from all Guild members whose letters conform with existing space and content requirements and that letters from nonmembers be printed at the discretion of the editor.

The GR continue to cover convention proceedings in summary form rather than publish full texts of speeches, resolutions and reports.



Guild Reporter Committee

Rules Change Sparks Controversy

Long Beach, Calif.—ANG Convention delegates were limited to voting on a single committee for the first time this year in an action that stirred the convention's initial debate.

After considerable discussion, delegates accepted a proposal of the Rules Committee, headed by Wilfred E. Alexander of New York, that delegates serve with voting status on no more than one committee.

The rules change was approved

on a show of hands by a vote of 100 to 60 after modification of a proposal that would have limited debating rights as well as voting rights to a single committee.

As adopted, the rule leaves the door open for a nonmember to address a committee on a subject on which he wants to be heard.

Supporters of the limitation said it would prevent delegates from voting on committees in which they had not heard discussion of the issues, but opponents objected

that it would work a hardship on locals with small delegations, making it impossible for them to be represented on more than one or two committees.

A proposal made on the convention's final day, to modify the rule to allow a delegate to vote on a second committee to which an issue has been referred by his committee, will be considered by the International Executive Board, President Arthur Rosenstock promised.

Field's Antilabor Activity In U. S., Britain Assailed

Long Beach, Calif.—The ANG Convention joined hands with five craft unions engaged in a year-old strike at Kingsport Press in Tennessee and with England's National Union of Journalists in a resolution directed at the Field Enterprises Educational Corp.

The convention said the book-publishing division of Field Enterprises has continued to "give aid and comfort to strikers" by supplying work to the Kingsport Press and has refused "in

terms straight from the textbooks of the most intransigent American publishers" to recognize and negotiate with the NUJ, which represents London employees of Field Enterprises' World Book International.

The convention voted to reaffirm its support of the five striking unions at Kingsport and pledged its cooperation in the British labor movement's efforts "to bring management of Field Enterprises Educational Corp. to its senses."



Resolutions Committee

The Finance Roll Calls: How They Went

Three roll-call votes took place at the Long Beach Convention, all on the Finance Committee's report.

The first roll-call vote rejected a minority report dissenting from three of the Finance Committee's recommendations. A "No" vote on this report meant support of the majority's proposal for establishing a million-dollar Defense Fund floor next April 1, effectuating an increased benefit schedule when the fund reached that

figure and imposing special assessments in February and March or earlier. A "Yes" vote meant support of the minority proposal to set back the dates for raising the floor; establish a \$750,000 floor next Dec. 1; effectuate the new benefit schedule when the fund reached \$750,000, and eliminate the special assessments.

The second roll call adopted a motion by David S. Schick of Philadelphia to amend the majority report. A "Yes"

vote meant support of Schick's proposal to advance the date for a million-dollar floor to Dec. 31, impose assessments in November and December or earlier and effectuate the new benefit schedule either Dec. 1 or the date of achieving the million-dollar floor, whichever occurs later.

The third roll-call vote defeated a motion by Ralph W. Veatch, Jr., of Denver to submit all of the financial changes to an international referendum.

MINORITY REPORT						SCHICK AMENDMENT		REFERENDUM		MINORITY REPORT						SCHICK AMENDMENT		REFERENDUM	
Local	Yes	No	Yes	No	Yes	No	Yes	No	Local	Yes	No	Yes	No	Yes	No	Yes	No		
Akron	3	—	—	3	3	—	—	—	Philadelphia	3	8	10	4	—	—	—	11		
Albany	—	5	—	5	—	5	—	—	Portland, Me.	4	3	1	1	—	—	—	4		
Bakersfield	1	—	—	1	—	—	—	—	Rochester	—	3	3	—	—	—	—	3		
Boston	—	11	11	—	—	11	—	—	Rockford	2	—	—	2	2	—	—	2		
Buffalo	7	—	—	7	7	—	—	—	Sacramento	—	4	4	—	—	—	—	4		
Canadian Wire	—	—	—	—	—	—	—	—	St. Louis	—	12	2	10	—	—	—	12		
Service	—	4	4	—	—	4	—	—	San Antonio	3	—	—	3	3	—	—	3		
Chicago	—	7	—	7	2 1/3	4 2/3	—	—	San Diego	7	—	—	7	7	—	—	—		
Cincinnati	5	—	—	5	5	—	—	—	San Francisco	—	21	21	—	—	—	—	21		
Cleveland	5 1/3	2 2/3	1 1/3	6 2/3	—	1 1/3	—	—	Oakland	—	3 3/4	2	2***	—	—	—	5		
Columbus	4	—	—	4	1 1/3	1 1/3**	—	—	San Jose	1 1/4	3	3	—	—	—	—	3		
Denver	4	2	1	5	6	—	—	—	Seattle-Tacoma	—	9	9	—	—	—	—	9		
Detroit	7	—	—	7	7	—	—	—	Stockton	—	3	3	—	—	—	—	3		
Gary	2	—	—	2	2	—	—	—	Toledo	—	6	6	—	—	—	—	6		
Harrisburg	2	—	—	2	2	—	—	—	Toronto	4 1/5	16 4/5	21	—	—	—	—	21		
Hawaii	5	—	—	5	5	—	—	—	Twin Cities	—	8	—	8	—	—	—	8		
Hudson County	—	2	—	2	—	2	—	—	Utica	—	2	—	2	—	—	—	2		
Indianapolis	4	—	—	4	4	—	—	—	Vancouver-New	—	8	8	—	—	—	—	8		
Lehigh Valley	3	—	—	3	—	3	—	—	Westminster	—	3	3	—	—	—	—	3		
Los Angeles	—	17	8 1/2	8 1/2	—	17	—	—	Victoria	—	3	3	—	—	—	—	3		
Madison	2	—	—	2	2	—	—	—	Washington	9	3	12	—	—	—	—	12		
Manchester	4	—	—	4	—	4	—	—	Wilkes-Barre	—	3	3	—	—	—	—	3		
Memphis	—	5	5	—	—	5	—	—	Wire Service	—	18	18	—	—	—	—	18		
New York	—	82	82	—	—	82	—	—	Youngstown	2	—	—	2	—	—	—	2		
North Jersey	—	4	4	—	—	4	—	—											
Ottawa	3	1	4	—	—	4	—	—											
Peoria	3	—	—	3	3	—	—	—											
100 47/60 273 12/60 245 5/6 127 1/6 47 2/3 316 1/3																			
* 2/3 obtained. ** 1 1/3 obtained. *** 3 obtained. **** Abstained.																			

1964-65 ANG Budget

The following budget for fiscal 1964-65 was approved by ANG's Long Beach Convention:

Pay-Outside Teams	\$ 28,000.00
CLA-IO	2,000.00
IFJ-IAPFWO	3,500.00
Total	\$ 33,500.00
Organizing and Service	
Salaries	\$114,000.00
Expenses	2,000.00
Travel, organizing expenses	60,000.00
Total	\$176,000.00
Collective Bargaining	
Director	\$ 12,515.00
Executive secretary	10,075.00
Secretary-treasurer	2,000.00
Statistical	2,422.50
Personnel consultation	2,500.00
Expenses	4,000.00
Total	\$ 33,512.50
Research and Information	
Director	\$ 6,757.00
Administrative	12,575.00
Secretary-treasurer	2,000.00

Research	\$60.00
Director	250.00
Books and periodicals	600.00
Legal and coll. exp. serv.	600.00
Subscriptions	600.00
Other printed material	250.00
Publications and literature	1,000.00
Contracts survey	1,000.00
ANG manual	1,000.00
Organizing and other	1,000.00
Literature	1,000.00
Training conf. seminars	1,000.00
Miscellaneous	200.00
Total	\$ 22,232.50
Guild Reporter	
Salaries	\$ 6,757.50
Expenses	14,875.00
Assistant	2,450.00
Clerical	100.00
Editor	500.00
Assistant	2,000.00
Printing and mailing	11,000.00
Postage	7,000.00
Advertising	1,000.00
File and special material	2,000.00
Miscellaneous	500.00
Total	\$ 66,882.50
Administration	
Salaries	\$ 9,918.00
Office manager	9,000.00
Secretary-treasurer	2,000.00
Bookkeeping department	10,000.00
Total	\$ 70,750.00
GRAND TOTAL	\$247,955.00



IN RECOGNITION: James P. Bennett, right, president of the Los Angeles Guild, presents a letter of appreciation and gift certificate to George Smith, president of the Los Angeles Local's representative assembly to George Smith, president of the Los Angeles Allied Printing Trades Council, following address by Smith to the convention. Smith was honored for his aid to the Guild's Herald-Examiner Unit during a near-strike situation last fall.

Farson:

Conditions Are Ripe For Financial Gains

(Continued from Page 4)

society through its affiliation with the International Federation of Journalists and the Inter-American Federation of Working Newspapers' Organizations.

"This is not a one-way street. We also benefit from these contacts."

"For instance, one organization took our severance-pay clause and bargained true severance indemnity, including severance on resignation. It then went one step further and expanded the clause to provide for double severance pay on dismissal."

"Our interest in the international field is as basic as our belief in a free press. Resolutions on freedom of the press and freedom of information cannot be successfully implemented... unless and until newspapermen can be assured of a living wage."

Turning to collective bargaining, Farson emphasized that the Guild had "taken up the challenge of automation by pursuing a con-

structive program of protection of existing employment relationships and sharing in the fruits automation produces."

"The director of collective bargaining," he noted, "has spent considerable time investigating new automation equipment."

Farson noted that Guild membership in January was only 85 less than its all-time peak despite the loss of 600 jobs from newspaper sales and suspensions.

"In organizing," he said, "last year once again we had to run hard to stay even. Our staff of international representatives and local organizers are to be commended for the diligence and hard work which made it possible to maintain our membership at its peak level for the fourth consecutive year."

"We added two new International Representatives to the staff and plan to add two more after the summer vacation period. We must, and we will, increase our organizing efforts."

Los Angeles Hospitality Applauded By Delegates

Long Beach, Calif.—Hospitality extended to the ANG Convention prompted two resolutions of "heartfelt thanks and appreciation."

No Place To Go

Long Beach, Calif.—The Guild's 1964 Convention is looking for a home.

With no invitations in hand when the 1964 Convention adjourned, the delegates authorized the International Executive Board to select a site.

The convention, acting on a motion by William O. Roberts of Wire Service, directed the IEB to consider the advisability of holding it in a city of the Deep South to underscore the Guild's concern over civil rights.

The Detroit Guild, which is hosting next year's convention, turned down a suggestion of double or nothing.

One was directed to the City of Long Beach and to the civic clubs, companies and institutions that assisted the Los Angeles Guild in the convention's social program.

The other was directed to the Los Angeles convention committee, which the convention noted, "worked long and hard" under "the tireless leadership of Morry Rabin."

The convention specifically cited Louis Jobst, Jr., Buster B. Johnson, Joyce Kent, Lucia Neth, Robert F. Sanders, Lucia Cher-mak, Neva Nobles, William B. Lanier, Nicholas Abraham, James Cadilli, Louis Calvert, Carol Gonzales, Ollie Hieatt, Lynne Igoe, Jacob Parker, Agnes Markle, Mary Ellis Carlton, Minor Patterson, Don J. Brackenbury, Malia Otenslow, Parker Markle, Clyde Winslow, Irwin de Groot and Lela Downs.

In addition to her services with the host committee, Mrs. Downs also headed the convention Credentials Committee.



CLOCK AND KEY: Long Beach Mayor Edwin W. Wade, right, presents key to the city in form of a timepiece to ANG President Arthur Rosenstock. The mayor made the presentation after delivering an address of welcome to the convention delegates.

Rosenstock:

Antimonopoly Legislation A 'Must' To Forestall Newspaper Mergers

(Continued from Page 4)

dum to pyramid circulation control to the millions unlimited.

"We have hammered this query hard and repeatedly because for most, if not all, multiple ownerships in our field the shining precept was recently expressed—and best expressed—by Lord Thomson, who stated that his maxim was to make more money to buy more papers... to buy more papers."

"Last fall, even as Hearst was abandoning the New York Mirror, Hearst headman Richard E. Berlin declared: 'Personally, I would sell anything but the wife and children if the proper price were offered.'"

"At the same time, a co-official said of the parent Hearst corporation: 'We sit here loaded with cash and government securities, and we don't owe a nickel to anyone.'"

"This frigid, counting-house attitude towards a free press has speeded the galloping horsemen of merger, monopoly, amalgams and one-paper towns. The right of the people to hear diverse voices, inherent in the First Amendment, is cavalierly destroyed. This blight, this cancer, is total where the publisher also has devoured radio and/or television plants in his kingdom."

"This absolute power of too great a segment of the press is against the public weal and tailor-made to put poison in our thinking cups."

Where there is competition, Rosenstock said, "a responsive press may be had by simply moving a coin."

"For when you place that coin on a newstand or in a box for a paper, you are placing a power in the hands of the publisher that was not intended in the purchase," he continued.

"If the publisher constantly attacks or negates your fondest hopes, your highest aspirations, he is an economic or political enemy, and we are idiots to support our enemy; particularly in those areas where there is a second or third choice, few as that may be. News magazines of universal circulation would soon get the message if you stayed away from their store."

"If you are paying for the dance, then call the tune!"

"Why should a publisher

change his music when he is ecstatic with the joyful jingle you make in his cash register?"

"But the only word of solace to the resident of Monopolytown is buy your paper by mail—or move to a 'well-pressed town!'"

"The validity of the above is fully supported by the statistics—two frightening ones:

"(1) More than 96 percent of the daily newspapers published in the United States face no opposition from a competing and different ownership, and in too many instances the monopoly also includes radio and video in its empire;

"(2) Chain ownership controls more than 40 percent of the total daily newspaper circulation in the nation."

Rosenstock hailed the government's recent court action to force Scripps-Howard to divest itself of the Cincinnati Enquirer under the antitrust laws.

But he warned that federal action against newspaper monopoly is limited by the difficulty of separating papers once they are merged and by the courts' "failing-property" doctrine, which bars the government from interfering with the sale of a failing newspaper.

"The Guild's proposed legislation would meet these weaknesses by offering a means of preventing the scrambling of these eggs in the first place," Rosenstock pointed out. "It would apply to money-making citadels and money-losers alike, so that, hopefully, monopoly would be stayed from ever-widening control."

"Since we met in Philadelphia four papers within our jurisdiction have gone under: The New York Mirror, the Houston Press, the Northwest Indiana Sentinel and the Lima Citizen."

"Houston became an afternoon monopoly for Scripps-Howard and Lima a monopoly for the Hoiles chain, and in New York the News devoured the second largest newspaper circulation in the United States."

"All but Lima died in the 'stealth of night'—sudden death without warning. Inventories of newspaper properties, which are complex, take considerable time in advance of sale or merger. But employees arrive for work only to face a bolted and guarded door."

As predicted by the Guild, the New York News raised its price

to seven cents only a few months after swallowing the Mirror, Rosenstock recalled, reaping an extra 20 million dollars a year.

"In this gambit," he declares, "the monopolist devours his opponent and in a few months pays off his hefty meal."

"Twenty years ago a dedicated newspaperman stated: 'Irresponsible power is dangerous, under any form of government, in any kind of society; yet the power exerted by the American press comes close to being irresponsible.'"

These, Rosenstock noted, were the words of Lowell Mellett, who left the Guild a \$38,000 legacy to be used "to find the means of curing this condition without curtailing freedom of expression."

"The Guild agrees, and is working toward this end," Rosenstock continued.

"We reiterate that Congress may not abridge the press—but grasping men can abridge it by merger, murder or amalgams. All that is needed is coin of the realm, an abacus or slide rule or some new automated complex."

He cited statements by the Supreme Court and a Senate committee on the importance of maintaining diversity in the newspaper industry, summing up in the words of the late A. J. Liebling: "What good is freedom of the press if there isn't one?"

"These last years have proven that hope, like virtue, is its own reward—and not enough!" Rosenstock concluded.

"Therefore, we are requesting the convention to demand action by the appropriate authorities."

"Publishers—please copy! "Congress—please legislate! "Justice Department—please initiate! "The people—please cooperate!"

Guild Staff Members Elect Dale President

Long Beach, Calif.—International Representative Charles Dale was named president of the Federation of Guild Representatives in the ANG staff's biennial election during the ANG convention here.

He succeeds IR J. Ed Allen. IR Robert Christofferson was elected vice president; Richard P. Davis, associate director of research and information was elected secretary, and Ruth Zwick, office manager, was re-elected treasurer.

Charles Driscoll Dies; Ex-Sacramento Head

Sacramento, Calif.—Charles D. Driscoll, 40, former president of the Sacramento Guild and its secretary-treasurer the last six years, died July 9 while playing tennis.

In addition to serving terms as president in 1957 and 1958 and as secretary-treasurer from 1959 until his death, Driscoll served on negotiating teams for both the Bee and Sacramento Union and on the local executive board for 10 years, helped write and carried leading roles in the Guild's Page 1 Ball shows and was a mem-

ber of numerous committees. Driscoll was a reporter for the Sacramento Bee for 15 years.

Bruce McCormick Dies; Ex-Terre Haute Leader

Terre Haute, Ind.—Bruce R. McCormick, 62, a former president and founder of the Terre Haute Guild, died here June 23 after a three-month illness. He served as president of the local 20 years ago and had been a member of its executive board a number of times.

At the time of his death, McCormick held the position of assistant editor of the Terre Haute Star, where he had been employed for 17 years.

Montreal Guild Regains Work Contracted Out

Montreal, Que.—An arbitrator has ordered the Montreal Star to return work contracted out to a railroad to Guild truck drivers.

When the Star decided to send newspapers to Drummondville by train, the Montreal Guild grieved that its "work now performed" clause had been violated.

Taken to arbitration, the company argued that in granting the

Guild jurisdiction over delivery work, it merely meant that members of the ITU or other unions in the Star plant could not do it.

But Judge Peter Shorteno, the arbitrator, threw out this contention, agreeing with the Guild that as long as the work of getting newspapers to Drummondville remained to be done, it must be done by Guild members.

Register Pressure Tactics Revealed

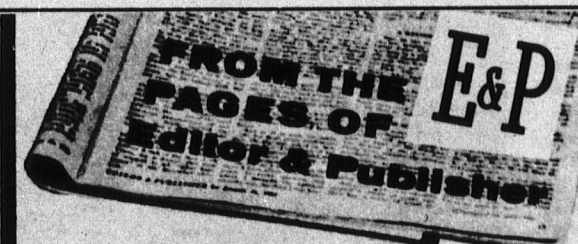
Denver, Colo.—A National Labor Relations Board hearing on an unfair labor-practice charge by the Denver Guild against the Catholic Register ended last week with testimony that the paper's editor had sought to force the Guild's unit chairman to resign.

Jack Heher, former managing editor, testified that Msgr. John Cavanagh, editor and business

manager of the paper, told him to give the chairman, Raymond Whitehead, distasteful assignments so that he would quit his job.

Whitehead was later fired, precipitating the Guild charge.

Msgr. Cavanagh admitted having torn down notices from the Guild bulletin board. The Guild has accused the editor of seeking to destroy the Register unit.



From the issue of July 18, 1964:

CHIDE NEWS MEDIA AT G. O. P. CONVENTION

Was news coverage of Republican candidates fair? How about the conduct of some newsmen in their eagerness to get interviews? Criticisms come from various quarters, and newsmen had some complaints of their own concerning coverage difficulties. E & P airs both sides, adds a record of press support for presidential candidates since 1932.

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THE WORD IS PARITY: Members of the panel called for continued emphasis by the Guild Reporter and the Research and Information Department on wage parity with reporters and ad salesmen for key circulation, employees and ad salesmen for key circulation problems in Guild locals held at next year's convention.

Computer Jurisdiction Issue Settled In Toronto ITU-Publisher Dispute

(Continued from Page 1)

subject to further negotiations.

Remaining issues in dispute include the publishers' renewed demands that reproduction of material be eliminated, that foremen be removed from union jurisdiction, that the contract be for four years instead of two and that the papers be given the right to unilaterally institute new methods and machinery.

In return, the publishers have offered to give present employees a "lifetime guarantee" against dismissals resulting from the introduction of such new processes.

After 22 months of negotiations without a settlement, the printers began picketing the Star, Telegram and Globe & Mail July 9 when the papers unilaterally sought to put into effect new contract provisions tentatively agreed upon and then began firing printers who refused to handle outside stock-market typesetting tape.

Preliminary agreement had been reached in negotiations to permit the introduction of such tape, but the printers refused to permit the publishers to impose such terms piecemeal before final agreement on a complete contract had been attained.

The printers earlier had warned that any attempt by the publishers to impose new working conditions unilaterally would constitute a lockout. After some 15 printers had been fired at the afternoon Star and Telegram, 750 printers at the three papers stopped work and set up picket lines, declaring themselves locked out.

Some 250 ITU mailers are observing the picket lines under a picket-line clause in their contract, but most members of the Guild and other unions have continued to work. The papers have continued to publish, utilizing photographic processes and using computers to set type.

Guild contracts with the Star and the Globe & Mail contain no-strike clauses, and the local advised its members at these papers that both the law and their contracts required that they report for work.

A number of Guild members are observing the picket lines at the Telegram, where the Guild contract, like the mailers' contract, contains a picket-line clause. The Guild has instructed its members to perform only their regular work and warned that any

other than his own is subject to discipline under the ANG Constitution and to possible dismissal under the union-security provisions of the Guild contracts.

On July 9, when the printers were fired, only one issue in negotiations remained unresolved: the printers' demand that they be assigned to the multipurpose computers when the machines perform composing-room work.

All three papers have typesetting computers, two of which can be used for other operations, as well, and the Star also has a computer in its business office, which is covered by Guild contract. In addition, all three papers have ordered new IBM 360 multipurpose computer systems for delivery within the next two years.

The publishers had agreed to give the printers jurisdiction over computer input and output devices used for composing-room work. They said, however, that the new computers themselves would operate so rapidly and automatically that it would be impossible to separate their composing-room functions from other uses.

The publishers also indicated they could not give the printers the jurisdiction they sought because the Guild already had jurisdiction over certain computer operations. It was this that led the Guild to deny any jurisdictional conflict with the printers.

Emphasizing that this was their first dispute with the Toronto papers in 70 years, the printers charged the publishers had "deliberately precipitated the lockout" as part of a plan to divide and conquer the unions.

The union said the papers had "made extensive plans for many months to publish without printers, including training other employees to do printers' work."

In support of their charges, the printers reproduced a letter addressed to Star carrier boys and signed by F. D. Taylor, Star circulation manager.

The letter, announcing that "The Toronto Typographical Union is on strike against the Toronto newspapers," was dated July 8, the day before the dispute began.

The printers said the publishers were trying to exploit nationalistic sentiment by charging that "foreign-based" international leadership of the ITU had forced the Toronto local to repudiate agree-

ments reached in negotiations. Several of the issues now standing in the way of a settlement—reproduction and foreman status, for example—had been tentatively settled and were revived by the publishers after the dispute began.

The printers said the publishers' offer of a "lifetime guarantee" of job protection against automation applies only to present regular situation-holders and not to 150 regular substitutes, that it would expire with the contract without out any assurance of renewal and that it would not insure protection against "economy" dismissals.

At the July 27 Guild meeting, 900 members heard a 45-minute report by ITU Representative Stephen Martenuk, who was questioned closely about the dispute. The publishers also were invited to attend but declined.

After extended discussion of the dispute and the Guild's position, the membership, on a motion by R. H. Buchanan, former local executive secretary, voted to offer its assistance to both sides in reaching an agreement.

During the long and sometimes stormy meeting, the first since the dispute began, many members protested a letter sent to the publishers the previous weekend by a committee representing the Guild and the other nonstriking unions.

Signed by Orval M. McGuire, Guild executive secretary and chairman of the committee, the letter noted that the unions had "conscientiously" observed their obligations under both their contracts and the law. But it added that many union members were becoming unhappy with the delay in reaching a settlement and that "it may well become increasingly difficult for us to persuade all of them to continue the policy our unions have pursued until now."

In a heated discussion, a number of speakers charged that McGuire had exceeded his authority in signing the letter, which they said did not accurately reflect the sentiments of most Guild members. The meeting then voted to send another letter to the publishers reaffirming the Guild's intention of honoring its contracts.

A second motion, which would have barred McGuire from stating Guild policy without authorization by a membership meeting, died when a motion to adjourn the meeting carried shortly before midnight.

'No More Freedom On Installment Plan ...'

(Continued from Page 1)

for people without our boundaries than we have within, and this is the problem that we are confronted with today.

This is why the communication system is so important. This is why, when Barry Goldwater comes out against the civil-rights bill, I don't believe Barry Goldwater could take a lie detector test and pass it that he was really against it, but he is playing politics the way many others have played politics.

The pitiful thing is, there are a lot of people in America that know right from wrong, but they are waiting to be told, like a kid, knowing right from wrong, but, "Mama, tell me."

In many areas of this country, institutions that people respect the most, the church, newspaper, television and the politician have all failed them. They hear the word "nigger" at church, they hear the word "nigger" on TV. They get a politician saying "nigger" and picking up the paper and reading everything slanted their way. Those people do not have a way out. This is why your job is so important.

The church has failed us. The church is the most segregated form of American life today: 99.9 percent of all white people that go to church on Sunday never see a black face, and 99.9 percent of all black people that go to church on Sunday never see a white face. I was amazed at a Methodist convention when they voted to do away with segregation in 1968. As far as I was concerned, they voted to OK it for four more years. When the church can hold its national convention and vote segregation in for four years, the Ku Klux Klan have to be able to OK it for another 50.

These are the problems, and I don't know how long it is going to take this country to wake up, but I tell you what: If half the amount of churches that have been burned down in Mississippi in the last two weeks had been burned down in Moscow, Russia, it would be on every front page of the papers in America, and we would be upset about it, and when you can get upset about what happens in Russia and you can't get upset about what happens in America, you're in trouble. You are in trouble.

If they snatched half the bodies out of one of them streams over there in Russia of people fighting for freedom over communism as they have in Mississippi, our papers would be full of it.

We are a great group of people for saying, "Mississippi," but if anything of that nature happened in any part of Japan or any part of Germany or any part of France, we say it happened in France, and we got to wake up and realize what is going on in Mississippi is happening in America, and what happens in America means that it is all Americans' problem to solve.

Abraham Lincoln said that a man who will deny another man his freedom does not deserve freedom

himself, and if there is a just God, he will not have it long. Now, if we can assume there is a just God, we can assume that that statement could be true, and it is very frightening. Oh, we say it takes time. I wonder. A Negro's life span in America is seven years shorter than the white life span, and I am out here fighting it for no other reason than to live as long as you live and bug you till death.

If in those other seven years it means I might have to live in your neighborhood and go to your schools and eat in your restaurants, then that is what it is going to have to be. The day is over when the Negro is going to accept freedom on the installment plan.

It is almost like for a hundred years we have had our dollar changed for 32 cents, and today we getting 64 cents, and people are saying, "You are making progress; be happy." Damn progress! Not 64 cents. We going to get a full dollar's change for a dollar, or this cash register is not going to ring no more!

EVERYBODY talked about Gandhi in America, how much they admired Gandhi. We lay in the streets one day, and we hated for it. How can you love what the Indians did and can't love what we do?

We had more editorials in America about the still-in than we had about the six kids that were killed in Birmingham. That's a reflection. Everybody says we shouldn't have a still-in, and at that same time we held our still-in, the senators was holding a still-in in the sacred halls of the Senate, and you tell us we can't hold one on a bloody highway.

We know that if the people in Russia decided to hold



DICK GREGORY
'Your Job Is Very Important'

a still-in for freedom over communism, every American would cheer this, and not one newspaper would put them down. We know that in Cuba if the Cubans decided to hold a still-in for freedom against communism, everyone in America would love this.

We wonder what kind of man is this we dealing with that wants everybody around the face of this earth to have freedom but us and don't care how they get it. The Hungarian refugees—they down them with planes and machine guns, and they are loved for it.

We have never stooped to violence, and if we had,

we couldn't be put down no more. So we wonder—why? What is the reason?

People say, "Well, Communists have taken over the civil-rights movement." Now, all my life I have been taught about the Communists. They have told me the Communists believe in just the opposite of what we believe in. Now they getting credit for wanting freedom. Somebody lied to me somewhere, I have decided.

"Well, we don't mean they have taken over, but they infiltrated the group."

Well, I wonder. If America, the number one country in the world, with all the FBI and the CIA and all the secret police, couldn't keep the Communists from stealing the secrets of the atom bomb, how in the hell we going to keep one from buying a \$2.50 membership—and we ain't got one cop?

I have had people ask me, "Well, what do you think about the white backlash?" We can create words. "White backlash" is nothing but racial prejudice.

That's what makes the Ku Klux Klan so great. They have never called theirs a "white backlash." The demonstrations out North are like a cancer check, and it's bringing out the cancer. This is all.

I don't know what words are going to be created next for protection. They say, "Well, you are going to lose a lot of white friends. Now you all want buses." People actually believe, in America, we invented busing our kids, and we didn't invent busing. People have been busing for years—sending their kids to Harvard, Yale, the University of Mexico, Catholic schools, and we just have the same principle and policy now that the whites have: that the good schools don't come to us, we going to them, and call it anything you want to call it.

People ask me and write me about, "What right do you people have of telling me that I am going to have to serve you in my restaurant?" and then they go with this long argument about this amount of money, "my investment."

Let's take two individuals. Let's take a white man that is making \$30,000 a year. He and his wife can't get along, and they get a divorce, and she gets custody of the kids, and two years later she remarries another white man that is making \$30,000 a year. Do you think her first husband can go into an American courtroom and get custody of those kids just because she remarried? Do you? No, he can't. But if she married me, he could.

This is the courtroom I am supposed to get my justice in. I have tried it. That's why I am out here in the street, and if we only knew how large this monster is! Because a little thing gets involved called nature. That's who all of us are responsible to.

Let me give you an example of what we up against in the courts, and many times the judge is not even aware of it.

Let's take two individuals. Let's take a white man that is making \$30,000 a year. He and his wife can't get along, and they get a divorce, and she gets custody of the kids, and two years later she remarries another white man that is making \$30,000 a year. Do you think her first husband can go into an American courtroom and get custody of those kids just because she remarried? Do you? No, he can't. But if she married me, he could.

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ment, my business," and what all of America has failed to realize is what this man calls his private restaurant—it is my tax money that paid that public-health commissioner that got to go in there and give him a license, and without that, bigoted white folks are not going to eat with him.

It is my tax money that paid that fireman. And when his business catch on fire, my fireman going to come and put that out. My tax money paid that cop that is going to protect his cash register.

If he wants that joint to himself, all I am saying is, "Get your own fireman, your own cop, and get your own license!"

The day is over when a foreigner can come to this country—he could be a spy; he don't have to love this country; he has never paid no taxes—and he can walk in any restaurant and sit in the cool of the air conditioning and sip a mint julep out of a glass that my tax money made sure was healthfully washed and purified. This day is over. This day is over!

WE talk about the Mississippi problem. I had to go into Mississippi Sunday, and a good friend of mine said, "Be careful. You might be killed." I would rather be killed in Mississippi trying to get freedom than in South Viet Nam trying to guarantee a foreigner a better way of life than my own kids have.

Somehow down the line, somewhere down the line, America is going to have to wake up. Right now everybody is trying to place the blame here, place the blame there. There is no blame to be placed in a revolution at all. When it is over, we can decide where the mistakes was made. The main thing now is saving this country, and we can save it because we have everything that it takes to save it with.

A whole lot of people are going to have to tuck some feelings back if you want to save America. We talk about, "Well, I am with your cause, but these demonstrations just got to stop. You can't break the law."

I got four kids, and I am teaching every one of them to break all bad laws. If it means die.

It kills me to hear white America tell me about breaking a law that's bad when this is what this country was based on. We didn't tell the mother country we wasn't going to pay the taxes. We threw the damned tea in the water. George Washington on one Christmas Eve night convinced a bunch of hungry, barefoot, half-frozen soldiers about a bad law they had to break, and if he hadn't, we might all have a British accent right now.

The early Americans broke bad laws for freedom, and we going to break bad laws for freedom. I admit, and I am trying to impress this on the demonstrators, that the day is just about over now where you go to jail for one day and come out. If a gangster can stick up a bank and get caught and go to jail for 20 years for

wrong, then we must be willing to go to jail for life for right. This is what it's coming down to now.

These are the problems we are faced with. These are the problems that you are going to have to solve or die with, because this problem is bigger than a man. I wish it was that local, but it is so involved.

People tell me, "Well, why don't you Negroes go to the courts?" We tried the courts. How can I get any justice out of a local court when the judge is an elected official out of a white neighborhood and he got to go back for re-election? He couldn't help me if he wanted to.

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'... Solve The Problem Or It Will Solve Us'

(Continued from Page 14)

not about to adjust to no man, and this is the problem we are dealing with here in America, whether you want to admit it or not.

People say, "Well, the Negroes where I live are happy." They are happy, and they would give this American while man another 200 years if he wanted it, but we haven't got anything to do with it. Nature always carries the balance of power, and she decides when enough is enough, and when a woman get nine months pregnant, don't sit and talk about she is not married so the baby can't come, or she is not close to a hospital, or she is broke. Nature do not want to hear that.

Just as if you wear that tight shoe long enough, nature will make that corn hard enough that it will wear that shoe out, the Negro in America have a callous around his soul, and if that shoe is not relieved off of it, it is going to wear the shoe out, or we heading for complete destruction.

What has happened in America today—only nature herself could be responsible for something this drastic. The white man in America is a psychological slave, and the Negro is a psychological master. I can go to the Ed Sullivan show Sunday and come out for integrated marriages, and nothing will happen to me. If Ed Sullivan came out for them, he would lose his job. Who is free among us?

I can take any white man in America and give him my home, and I don't have to worry about his well-being or mine, but there is few whites can give me theirs. Who is free among us?

I do these radio shows where people call in, and do you know how frightening it is when many people call in and say, "I am for the cause; I can't give my name." Isn't that wild? America, 1964, Chicago, and a white man can't give his name, and he thinks he's free! No, a free man is a man with no fears, and a man fear me moving in his neighborhood, eating in his restaurant, going to his school, he is my slave.

Personally I don't think we have much more time.

Wilkins Hails Guild Campaign For Equal Job Opportunity

(Continued from Page 3)

have considered it," he said, "or the doors have simply been shut, and they just don't consider this is a job they can get. I think we have to start encouraging them to come into our field."

Few Guild locals have acted vigorously enough on job equality, Davis said, reporting that only 18 had responded, even after prodding, to the ANG questionnaire on minority-group employment.

The most generous estimate ANG could develop of the number of Negroes employed in the editorial departments of daily newspapers as of May 1 was around 100, Davis reported, adding that the U.S. Census Bureau estimates the number of such jobs at 50,000.

But changes are being made, he noted. "There is evidence that the figure of 100 Negroes may be out of date already," Davis said, citing the Toledo Blade, where 10 Negroes have been hired since February.

"Many papers, perhaps, are

just willing to make a token effort in hiring," Davis observed, "but at least they have started."

"Just having an FEP clause in your contract or having a good civil-rights law in your community isn't going to do a thing," he said. "It is up to the Guild to go out and enforce it."

Davis said the Guild's new pamphlet, "Careers for Negroes on Newspapers," provides effective answers to such standard employer objections as "Our employees won't work with Negroes," or "I can't find a qualified Negro," or "A Negro wouldn't be able to stand the pressures of meeting the public."

The labor movement has a special responsibility in supporting the Civil Rights Act of 1964, the forum was told by William Pollard, assistant director of the AFL-CIO civil rights department.

"Title VII of the law, covering fair employment practices, will not take effect until July 2, 1965," he said. "But we cannot wait."

He noted that a special five-man AFL-CIO committee, working with President Johnson's ad-

Delegates' Dollars Flow To COFO

N.Y. Owners Reject ITU Bargaining Shift

New York City—The New York ITU this week filed an unfair labor-practice charge against seven major New York City papers for refusing to bargain individually for new contracts.

Bertram A. Powers, president of the ITU's "Big Six," announced the union's move after the New York City Publishers Association rejected the union's request to end joint bargaining through the association.

The publishers termed the ITU proposal "a dangerous retrogressive step" that would "overturn joint collective-bargaining relationships" and "undermine the multiemployer unit."

But Powers retorted that separate bargaining would "insure continuity of news to the public" by forestalling lockouts should some of the papers be struck.

He said separate bargaining would also be "more realistic" because of disparity in the publishers' ability to pay and the fact that the different publishers are "singular and unique in their respective positions in regard to automation."

Pointing out that the papers—the Times, News, Herald-Tribune, Journal-American, World-Tele-

gram & Sun, Long Island Press and Long Island Star-Journal—have separate contracts with the New York Guild, Powers declared:

"We would like to put an end to the practice which is that the News and the Times, the two most successful papers, dominate the association and expect us to negotiate a group contract on the ability of the least successful member of the group to pay."

"We would prefer to deal with the marginal paper on its own problem and the successful paper on its ability to pay," Powers said earlier.

The NLRB has ruled that employers engaged in joint bargaining with unions can close down all their plants if one of their number is struck but that such action is illegal if they bargain individually.

Two Detroit Pressmen's locals have filed unfair-practice charges under similar circumstances in which the city's two publishers have refused to bargain separately. NLRB examiners have handed down diametrically opposed rulings in the two cases, which are now before the full board for resolution.



LOCKOUT DUTY: Job-placement and benefit committees go into action in Detroit newspaper lockout. At work in Guild headquarters are, left to right, Executive Secretary Ronald C. O'Brien (standing), Thomas M. McMahon, Charles Thurston, Beatrice Vlnjovic, Caryl Cohn and James McMahon. More than 350 Guild members are out of work.

Detroit Pressmen's Strike Closes 2 Papers; 360 Guildsmen Idled

(Continued on Page 1)

Talks have been broken off since July 20.

Federal Mediator William W. Rodgers, a former ANO secretary-treasurer, said there is "some top-level bargaining going on" between the publishers and the international union.

Ronald C. O'Brien, executive secretary of the Guild, is a member of a three-man committee named by the newspaper-union council to help bring about a resumption of negotiations.

The shutdown has idled 4,100 employees in all—515 striking pressmen and 3,585 workers locked out.

A long shutdown has been predicted by officers of both locals, who say the papers are covered by strike insurance of \$10,000 a day for a period of 12 weeks. Lawrence A. Wallace, executive secretary of the publishers association, conceded that the papers have insurance but said it was insufficient to offset strike losses.

Three interim papers have sprung up to fill the vacuum: the Detroit Emergency Press, a bi-weekly printed by the publisher of a neighborhood weekly; the Daily Bulletin, an eight-page tabloid, and the Detroit Daily Press.

The Daily Press, most ambitious of the three, had an initial press run of 100,000. It is staffed by about 25 Free Press Guild members.

ANG lockout benefits are being paid to 235 Guild members who have not obtained other jobs. The local has opened a job-placement service for its members.

Both of the striking unions say wages are not a major issue. The pressmen have agreed to raises of \$4.55 the first year and \$3.75 in the second; the paper handlers are asking an \$11 package, and the company has offered \$10.55.

Three other issues cited by the pressmen include the size of

crews on eight-unit presses at the News; overtime pay for Saturday, night and Sunday-morning work at the Free Press, now paid at the News; and wash-up time at both papers. The pressmen have offered to drop their proposal of a 15-minute wash-up period in exchange for company-supplied uniforms.

The plate handlers are seeking contract language to protect jobs at both plants when new machinery is introduced. The union wants the status quo maintained until a job determination can be made by a third party; the publishers want to make changes first

and deal with union appeals later. Other changes sought by the plate handlers are adjustment of benefits at the Free Press to match those at the News, including a \$1,500 life insurance program for retired workers. The union is seeking hospitalization insurance or a welfare fund, for which it is willing to give up \$3 of its wage proposal, and a fourth week's vacation, which it is also willing to pay for out of the wage package.

Picket lines are being maintained at both the papers and the News' radio and television stations, which have continued to operate.

Elizabeth Unit To Ballot Aug. 7 In Mailers' Raid

Elizabeth, N.J.—Employees at the Elizabeth Daily Journal will vote Aug. 7 in a National Labor Relations Board election precipitated by an ITU Mailers' raid on the North Jersey Guild's bargaining unit.

The election was set by the NLRB after its regional director, John J. Cuneo, granted a management request to exclude nine allegedly supervisory employees from the unit.

One hundred and eight employees in all nonmechanical departments will choose between the Guild and the Mailers' union, which has been cited by AFL-CIO Arbitrator David L. Cole for violating no-raiding provisions of the federation's constitution by its attempt to capture the Guild unit.

The nine employees exempted by Cuneo as supervisory are the night, county, women's, telegraph and sports editors, the mail-room foreman, office manager and two circulation district supervisors. Several are former Guild officers.

NLRB Orders Runoff At Chicopee Aug. 25

Chicopee Falls, Mass.—The National Labor Relations Board has ordered a runoff election for Aug. 25 to determine whether 221 employees of Dow Jones & Co. here shall be represented by the Guild or by no union.

An election July 2 resulted in

a tie vote of 98 for the Guild and 98 for no union, with eight votes cast for the unaffiliated Independent Association of Publishers Employees.

An intensive anti-Guild campaign has been conducted by top officials of Dow Jones, which publishes the Wall Street Journal and the National Observer.

Shun Newhouse, Johnson Urged

The Portland (Ore.) and Seattle-Tacoma Guilds have asked President Johnson to reconsider his plans to attend the dedication of the Newhouse Communications Center at Syracuse University Aug. 5.

The Portland Guild, in a telegram financed by contributions from newsmen at the Portland Reporter, urged Johnson and New York Gov. Nelson A. Rockefeller not to participate in "the dedication of a monument founded by an anti-labor, union-busting publisher."

The Seattle-Tacoma Local, making the same request in a letter by Kenneth R. Fleming, president, said publisher S. I. Newhouse has "coldly and maliciously" undertaken to break Portland's newspaper unions and make the city a one-ownership town.

The Guild Reporter

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