

\$200 ANG Wage Goal Reached In Washington



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Albany Strike Ends At 2 Hearst Papers



DOGGED DETERMINATION: Pet boxer does a picket sign and does strike duty at the Albany Times-Union and Knickerbocker News, marching with, left to right, Carol Merrill, Patricia Sigworth and Alice Lemieux.

2 Main Issues Will Be Sent To Arbitration

Albany, N.Y. — The Guild's 2½-week strike against Hearst's Albany Times-Union and Knickerbocker News ended Dec. 9 after the Albany Guild and the company agreed to submit the two remaining issues to arbitration.

The company said all 340 striking Guildsmen would be called back to work within 72 hours.

The issues to be arbitrated are a company demand for a "flexible" schedule that would allow it to work employees up to 11 hours a day without paying overtime and a Guild demand that it receive a money package equal to the \$12 negotiated by the craft unions rather than the \$11 offered by the company.

Agreement came after a day of discussions following collapse of a proposed arbitration agreement the night before, when a change in the company's position was announced as the unit was meeting to vote on ratification.

The settlement, subject to increase by the arbitrator's decision on the additional dollar, provides \$11 across the board in a three-year contract that will

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Toronto Star Seeking To Weaken Guild Pact

Toronto, Ont.—Company proposals that severance-pay and jurisdiction clauses be eliminated marked the start of contract negotiations last month between the Guild and the Toronto Star, where printers have been picketing since July 9.

Bargaining also has begun at the Toronto Telegram, where the Guild's contract, like that at the Star, expires Dec. 31. The printers have been picketing both papers and the Toronto Globe & Mail in a five-month-long dispute.

At a meeting Nov. 26, Star management proposed that a dozen more jobs be exempted from the new agreement, which

Terre Haute, East St. Louis Strikes . . . Page 3

would replace the present one expiring Dec. 31; that some editorial employees be given split shifts, and that compensatory time replace cash overtime in the circulation, display-advertising, promotion and public-relations departments.

The Star, stating that it is "prepared to discuss improvements in the framework of further guar-

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\$20 Reporter Hike At Post Hits Mark

ANG's \$200 wage goal for reporters, photographers and display-advertising salesmen was achieved at the Washington Post last week for the first time in any newspaper contract.

The \$200 figure, effective next December, was negotiated in a two-year settlement reached as 450 Post Guildsmen stood hours away from a strike deadline Dec. 1. It raised the top minimum by \$20 over the two years.

A settlement reached two days later, two hours before another strike deadline, raised the top minimum for reporters, photographers and copyreaders at the Washington Daily News to \$195, a \$27.40 increase.

An increase in the Post's top desk differential to 15 percent for most of those formerly receiving 10 percent will raise the minimum from \$198 to \$230—highest position minimum in any Guild newspaper contract.

Negotiation of the \$200 wage goal at the Post raised the Guild's highest reporter minimum by more than \$16. The highest figure previously negotiated was \$183.85, a wage that became effective at the New York Daily News last month.

Before the final settlement was reached, Post Guildsmen rejected

Table of New Washington Minimums . . . Page 6

a management offer that included the \$200 figure to send their negotiators, armed with strike authority, back to the table for additional gains for commercial employees.

The result was the establishment for the first time of a schedule of minimums for display-advertising salesmen, identical with those for reporters, and a maintenance-of-membership clause, the first union-security clause in any Washington newspaper contract since the closing of the Washington Times-Herald in 1954.

The settlement also included

\$250 Now

Achievement of a \$200-a-week top minimum for key jobs at the Washington Post realizes ANG's wage goal, but it doesn't satisfy the Washington Guild's.

Last year, six months after negotiating a \$180 minimum at the Post, the local set a \$250 goal for key jobs and a \$125 target for all adult classifications.

another long-sought goal: re-establishment of a night differential, dropped from the Post contract in 1955. Shifts starting at 4 p.m. or later will draw an extra \$1 a night; those starting at midnight or later, an extra \$2.

The contract provides for a general increase of \$5 each year and raises minimums by as much as \$52. The top reporter minimum goes up \$10 immediately, to \$190, and another \$10 in the second year to \$200.

When that figure is reached late in 1965, the Post's reporter top will have risen more than \$80 in 10 years.

In 1955, the Post top was only \$118.50, behind 39 other Guild contracts. The \$200 mark was reached by a series of settlements that raised the top minimum by

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Crossing The Goal 2½-Year Drive Scores

The initial attainment of the Guild's \$200 wage goal for key jobs at the Washington Post last week comes just 2½ years after an ANG Wage Conference that mobilized the union for an all-out drive to reach the mark.

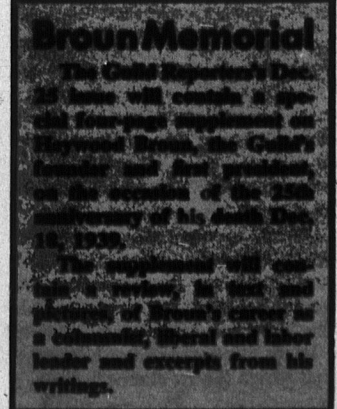
The \$200 goal had been set five years earlier at the Guild's 1957 Convention in St. Louis. But progress toward achieving it had been painfully slow. The highest reporter top minimum was \$168, at the New York Daily News. The high-water mark had risen on an average of little more than \$4 a year in the intervening period.

That average will have increased to more than \$10.60 a year since the Wage Conference when the \$200 wage goes into effect at the Post next Dec. 1.

Other locals are nearing the breakthrough point. The New York Guild, which begins bargaining shortly, has a \$183.85 reporter top at the News and a \$183.30 top at the Times. Ad salesmen at the Detroit Free Press are at \$185.60. And the reporter top at the St. Louis Post-Dispatch and Globe-Democrat will go to \$180.50 Jan. 1.

The Guild's \$100 wage goal was reached more quickly. Fixed at the Scranton Convention in 1946 and keynoted at a wage conference three months later, it was attained on 15 newspapers in the next round of negotiations during the following year.

It was negotiated first at the New York Times and Herald Tribune and then at the St. Louis Post-Dispatch, with a retroactive start antedating the New York settlement. Third to reach the \$100 minimum was the Washington Post.



Quick-Change Artists

New Computers Seen Leaping Jurisdiction Lines

New York City—New computer systems that cut across established jurisdictional lines have introduced a new dimension into newspaper technology, ANG Collective Bargaining Director J. William Blatz told a regional training institute for the New England and Middle Atlantic District Councils here Dec. 5 and 6.

In the area of equal employment opportunity, locals must now take the lead in implementing the Guild's program to end job discrimination, ANG Research and Information Director Ellis T. Baker told delegates.

Forty delegates from 13 locals in seven states attended the two-day institute, held at the New York Guild Press Club. The institute was the first of the 1964-65 ANG Regional Leadership Training Institute series.

The second in the institute series will be held Jan. 9 and 10 for the Pennsylvania-Ohio-Indiana District Council at the Sheraton Hotel in Akron, and the third, for the Midwest District Council Jan. 23 and 24 in Chicago.

Blatz described multipurpose computers now on order that shift so quickly from one operation to another on a continuous-flow basis that they pose new union jurisdictional problems requiring new solutions. Computers now in use are single-purpose ones, programmed to perform a single task, or multipurpose ones whose work is readily divisible, he said.

Blatz told the delegates that the number and type of computers in the industry have more than doubled in the past year. He reported that computers are being used in Guild jurisdiction and in mechanical production or both on at least 24 Guild and 16 non-Guild papers. Both AP and UPI use computers he noted.

Blatz stressed that it must be the continuing task of the Guild to negotiate clauses that assure its members a share in the fruits of automation, protect members from dismissal, provide notice of the introduction of new processes or equipment and guarantee retraining for other jobs at company expense to those employees whose jobs are taken over by computers.

He emphasized that locals also must "bargain hard" for jurisdictional clauses so that the Guild continues to cover the work even if the job function changes.

Computer Has Minor Fault

San Francisco, Calif.—The San Francisco Chronicle has acquired a split personality since its typesetting operations were taken in hand by an IBM 1620 computer.

The paper "has looked worse ever since we got it," Scott Newhall, its executive editor, told Newsweek.

The computer's hyphenation process, he complained, has been spewing forth such splits as "hangover," "fig-ting" and "Good-dyeer."

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CHALK TALK: ANG Collective Bargaining Director J. William Blatz outlines newspaper production increases made possible by typesetting computers during leadership training

Institute sponsored by the New England and Middle Atlantic District Councils and the New York Guild. Research and Information Director Ellis T. Baker, who conducted the seminar with Blatz, is at right.

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Although there are state and

city laws and a new federal law requiring equal employment opportunity, the best way to end discrimination is still by negotiating fair employment practices clauses and enforcing them, Baker emphasized.

He noted that the equal employment opportunity section of the new Civil Rights Act will not go into effect until July 2, 1965, and emphasized that, in any event, "Congress passed a law, not a miracle."

Locals that have not done so should establish human rights committees charged with the responsibility of seeking greater employment opportunities for minority groups, Baker said.

ANG president Arthur Rosenstock, a member of the New York Guild, welcomed the delegates, and the local was host at a buffet Saturday evening.

John Edgington, president of the Columbus Guild, joined the ANG staff this week as an international representative.

He was promptly assigned to Terre Haute, where the Guild and three craft unions have been on strike since October. He will assist International Representative William Miller.

Edgington, who is 27, has been president of the Columbus Local since 1961, serving during last spring's strike by the Typographical Union against the Columbus Dispatch.

He previously served as local secretary and secretary of the Dispatch Unit for two years each. He has been on local bargaining committees for the past six years.

Edgington has been treasurer of the Pennsylvania-Ohio-Indiana District Council since 1963.

A circulation district manager at the Dispatch, he was secretary of the circulation panel at the Guild's 1962 Convention. He has been a convention delegate since 1961, serving each year on the Finance Committee.

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Buffalo Paper Loses Test On Severance

Buffalo, N.Y.—Circulation distributors whom the National Labor Relations Board has declared employees are entitled to severance pay for the full period of their employment, including the period in which management may have termed them "independent contractors."

This was the conclusion of an arbitrator in awarding severance pay for a nine-year period to the survivors of a Buffalo Courier-Express distributor.

The company had contended that the distributor was entitled to severance pay only for a two-year period following an NLRB ruling that distributors were employees and not for the period during which the company categorized them as independent contractors.

The arbitrator, Robert F. Koretz, rejected the company's argument that a Buffalo Guild clause providing for payment of severance for a period of "continuous service as recognized by the publisher's records" meant that the period in which its records designated him an "independent contractor" was excluded.

Koretz said the board's decision did not establish the distributors' "employee status only prospectively, but rather was deemed always to have existed."

He also rejected the company's contention that the absence of discussion on severance pay for distributors during initial contract negotiations could be "converted into a fact against the union's claim."

"It may be true," he said, "... that the absence of such discussion ... is some evidence in

Yule Bonus Held Not Santa's Gift

Tonawanda, N.Y.—An arbitrator has rejected the Tonawanda News' contention that its Christmas bonuses were gifts it could discontinue whenever the holiday spirit didn't move it.

Arbitrator Peter Seltz ruled that the bonus it had paid to employees for years was part of their compensation and not a "mere gratuity." All considerations, such as merit and loyalty, that might motivate payment of the bonus as a gift were ignored in favor of a formula based upon salary alone, he noted.

Seltz, holding that the News must pay the bonus for 1962 on the same basis as the preceding year, pointed out that its payment was an established practice, confirmed by a company letter to the Buffalo Guild in 1954.

The company agreed after the decisions to pay the bonus for 1963 and 1964, as well.

The company's position, support of the company's position. But, as the union suggests, the absence of such discussion may be explained on the basis that ... there was no immediate or pressing need to arrive at an understanding concerning severance pay."

"And, in my opinion, the absence of such discussion is also explainable on the basis that the union believed, as I now find, that the plain language of Article VIII [on severance pay] granted that which it now claims."

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Terre Haute Guild To Launch Strike Paper; East St. Louis Daily Closes In ITU Stoppage

East St. Louis, Ill.—The Metro-East Journal, where 49 St. Louis Guild members have been observing a printers' picket line since Nov. 25, suspended publication this week.

The Journal, which had been publishing sharply curtailed editions since the strike began, gave up the attempt with the publication of its Sunday edition Dec. 6. It was the newspaper's first suspension in its 75-year history.

Union and management representatives returned to the bargaining table Dec. 7 under the auspices of federal mediators for the first negotiations since the walkout. But the session was unproductive, and talks were suspended again.

Guild sentiment has been strong in support of the printers, who are striking over a pension proposal similar to one the Guild rejected in its latest contract at the Journal, negotiated earlier this year.

The company has insisted on a provision under which women doing the same work as men would draw lower pensions on the ground that the women's life expectancy is longer and that they would thus be paid an equal amount in the long run.

The Guild unit, in rejecting the pension proposal last spring, decided the plan was so weak that it preferred not to have it in the contract, setting its sights on winning a stronger one next time.

The Journal's suspension of publication was announced in a management letter to the paper's employees. The letter was conciliatory in tone, praising the printers for "gentlemanly" conduct of the strike, but warned that the stoppage might be a long one.

The letter, while announcing that the paper would no longer try to publish, invited employees to return to work. Craft-union members as well as Guild employees have been observing the picket line.

The company used supervisory personnel—some brought in from other Illinois papers in the Lindsay-Schaub chain, according to the printers—to get out a paper ranging from one quarter to half of normal size for 11 days after the strike began. But advertising was way down, and cancellations poured in from readers.

The paper's 33 printers struck after negotiations that had continued for 23 months following expiration of the last contract.

Another Lindsay-Schaub newspaper, the Intelligencer in nearby Edwardsville, Ill., was shut-down at the same time by a different printers' local over different issues. The Guild, which represents editorial and commercial employees at the Journal, has no unit at Edwardsville.

Guild members in East St. Louis received their first ANG benefits last week. Local benefits were to be added this week.

International Vice President James B. Woods, a member of the St. Louis Local, is representing ANG in the strike situation.

Travel Association Re-elects Perlik

ANG Secretary - Treasurer Charles A. Perlik, Jr., has been re-elected a vice president of the American Travel Association, a co-operative that handles group travel arrangements for trade unions and other nonprofit organizations.

Perlik represents ANG on the association's board of directors.



SUSTENANCE: Arlene Funcke, secretary of the St. Louis Guild's East St. Louis Unit, receives the first ANG benefit check

from Patrick Lee, unit chairman. Guild members have been observing Typographical Union picket lines at the Metro-East Journal since Nov. 25.

'Right-To-Work' Repeal, Medicare, 35-Hour Week Top Labor Goals

The AFL-CIO Executive Council has adopted a wide-ranging legislative program that calls for repeal of the federal statute permitting state "right-to-work" laws and enactment of a \$2 minimum wage, a 35-hour week and federal medicare.

The program was set forth in the wake of November election results that greatly increased liberal strength in Congress and brightened the prospects for labor-support legislation.

AFL-CIO President George Meany announced following an Executive Council meeting in Washington that first priority will be given to "restoring free collective bargaining" by repeal of Section 14b of the Taft-Hartley Law, which permits states to ban the union shop.

Declaring that this provision is aimed at the right of workers "to maintain effective unions," Meany said he believes there will be sufficient votes in the 89th Congress to secure such action.

Labor-endorsed candidates battled 677 in the elections, with 42 freshman representatives endorsed by the AFL-CIO's Committee on Political Education being swept into office, and 28 incumbent representatives endorsed by the conservative Americans for Constitutional Action being defeated, 22 of them by COPE-backed candidates.

In all, 25 Senate candidates supported by COPE won and six lost; 234 COPE-supported House candidates won and 117 lost.

COPE-endorsed candidates also won 14 of 22 gubernatorial races

in which endorsements were made.

President Johnson, thanking the AFL-CIO for its support, told Meany that no group "worked harder" for his election than organized labor.

The federation executive council, declaring that "poverty, unemployment, discrimination and ignorance are intolerable in a society that has the resources to wipe them out," set forth legislative goals that include:

► Coverage of all workers under the minimum wage law, with the minimum increased from \$1.25 to \$2 an hour, the work week reduced to 35 hours and double time paid for overtime.

► A national hospitalization-insurance system under Social Security for those over 65, increased Social Security benefits and the enactment of federal standards to improve unemployment compensation.

► Elimination of inequities and contradictions in labor-management statutes.

► The appropriation of more funds for the Administration's anti-poverty program, particularly the Equal Opportunities and Manpower Development and Training Acts.

► Increased federal aid to education, additional low-cost public housing and expanded federal grants for highways and hospitals.

The executive council called on all affiliates and central bodies to send representatives to a legislative conference in Washington Jan. 11-14 to implement the program.

Francis Carson Dies; N.Y. Guild Pioneer

New York City—Francis J. Carson, 62, who helped organize the New York Guild, died Dec. 4 of a heart attack.

Carson, a photographer with the New York Journal-American for 35 years, covered the Hall-Mills murder case, the Lindbergh kidnapping and the explosion of the dirigible Hindenburg. In recent years he managed the paper's night photo laboratory.



EDWARD MCCARTHY

Buffalo's Ex-President Heads Broun Contest

Edward McCarthy, former president of the Buffalo Guild, has been named chairman of ANG's 24th annual Heywood Broun Award contest.

The Broun Award is given annually for journalistic work done in the spirit of Heywood Broun, the Guild's founder and first president. The deadline for entries in this year's contest is Feb. 1.

McCarthy was a leader in the campaign to bring the old Buffalo Courier-Express Editorial Association into the Buffalo Local in 1952-53 and headed the local from 1953 to 1956.

He also served as a unit officer and as a delegate to several ANG conventions. He currently is an editorial writer for the Courier-Express.

The Broun Award is given for work in any one of several lines of journalistic endeavor, including photographs, cartoons and even institutional advertisements.

Eligible are employees in the Guild's jurisdiction on newspa-

Terre Haute, Ind.—The Terre Haute Guild this week announced plans to publish a strike paper as a joint walkout against the Terre Haute Tribune and Star entered its eighth week.

The paper, to be known as the Terre Haute Press, will begin publication Dec. 17, the Guild announced. It will appear as a morning paper three days a week—Sunday, Tuesday and Thursday.

The Press will be printed in nearby Farmersburg and staffed by members of the Guild and three other unions conducting the strike—the Typographical Union, the ITU Mailers and the Stereotypers.

Orders for subscriptions and advertising began pouring into strike headquarters Dec. 7, the day after publication was announced. Several major advertisers have signed up.

The paper, which will be printed on a flat-bed press in a Farmersburg print shop, will have eight pages and an initial circulation of 10,000. It will be limited to local news and will sell at 10 cents a copy.

Ned Bush, Sr., who has been the Guild's chief negotiator before and during the strike, will be editor of the paper.

The Tribune and Star have not published since Oct. 22, when the Typographical Union struck over a new contract. The Guild, Stereotypers and ITU Mailers joined the walkout within a few days.

The strike paper was announced four days after a nonunion publication calling itself the Terre Haute Buyers' Guide and voicing hope of developing into a daily newspaper made its debut in the face of vigorous opposition by the striking unions.

The publication, printed at a nonunion shop in nearby Clinton and distributed free, was denounced by both the Inter-Union Council, representing the four unions, and the Vigo County AFL-CIO Council. The printers established an informational picket line at the shop.

Meanwhile, Terre Haute's Mayor Ralph Tucker met with union representatives Dec. 4 and said he would seek a similar meeting with the Tribune and Star in an effort to revive negotiations, suspended since Nov. 20.

Management, which recently gave unorganized advertising-department employees a \$5 raise, has offered the Guild and the printers only \$3 in each year of a two-year contract.

Papers Struck, Sales Boom

Detroit, Mich.—Detroit's record 19-week newspaper strike apparently had little effect on the city's business, if Federal Reserve Board figures are any indicator.

The Detroit Free Press, in a front-page editorial on its return to publication Nov. 25, said the city's business pace was slowed by the shutdown. But the Federal Reserve Board said retail sales, instead of slumping, rose 16 percent over 1963 in the 46 weeks ending Nov. 14.

They were up 20 percent during the final week of the survey, compared to a 15-percent rise in Los Angeles and a 2-percent drop in New York, both untroubled by strikes.

Gary Wins \$8 Hike, Automation Guards

Gary, Ind.—General increases ranging from \$5 to \$8 and clauses protecting employees and the Guild from automation have been won in a new two-year contract between the Gary Guild and the Gary Post-Tribune.

The top minimum for reporters and photographers is raised \$4 retroactive to Oct. 23 and another \$4 in the second year, to \$157.40. Subeditors go up a similar amount, retaining a \$20 differential over the reporter top.

A new clause bans dismissals as a result of new processes or equipment. Another provision protects the Guild's jurisdiction over new work similar to that now performed by Guild employees.

The night differential has been increased 15 cents a shift, to \$2 for editorial employees and 75 cents for janitors, and the mileage allowance has been raised 1 cent, to 11 cents.

The severance-pay ceiling is increased from 44 weeks to 52.

Annual Wage Asked At Time

New York City—The Guild's first guaranteed annual wage is being sought at Time magazine. Time says it is not opposed in principle.

The New York Guild is asking the establishment of annual minimums ranging from \$5,000 for copy boys to \$18,000 for writers. Time's average experienced writer now receives over \$15,000 a year.

The proposed minimum scale would mean raises of from \$510 to \$9,000 a year.

Pension Trust Grows, Nears \$3.25 Million

The ANG Commingled Pension Trust grew more than a million dollars to a market value of \$3,209,000 by the end of the fiscal year on July 31, 1964, according to the annual report of the trustee, the Chase Manhattan Bank of New York. At the end of fiscal 1963 it stood at \$2,196,000.

A sizeable portion of the fund's increased value is represented by unrealized gains in the value of investments. While the holdings' market value is \$3,209,000, their cost was only \$2,196,000, making a total unrealized gain of over a million dollars.

Payments into the fund from participating trusts amounted to \$839,500 during the year. Realized gains on the sale of investments were \$2,200, and earned income from interest and dividends was \$94,300.

Payments from the fund, representing pensions for retired members, were \$111,480, for a total of \$200,000 since the inception of the fund.

Guild employees of the Madison Capital-Times and Associated Press were added to trust coverage during the year. Also covered are administrative officers and employees of ANG and the St. Louis Guild and employees of the Gary Post-Tribune, Knoxville News-Sentinel, Labor, Philadelphia Inquirer and Daily News, Pittsburgh Post-Gazette, San Antonio Light, Terre-Haute Tribune and Star, United Press International and Washington Daily News.

and the rate of accrual improved from a week for each 26 weeks of service to a week for each 20. The length of service necessary for a fourth week's vacation has been reduced from 16 to 15, and exemptions for the sports editor, society editor and sports director have been removed.

A new clause provides for following seniority in economic dismissals. The absence of such a clause enabled management to dismiss long-time Post-Tribune employees in favor of new employees of the Northwest Indiana Sentinel when it closed down the Sentinel last April.

Minimums Up \$2-\$10.20 In Sacramento Reopener

Sacramento, Calif.—Minimums have been increased from \$2 to \$10.20 under a wage reopener at the Sacramento Union.

The raises, retroactive to June 1, will increase the top minimum for reporters, deskmen and display-advertising salesmen by \$3, to \$166.50. The stenographers' top is up \$5.45, to \$110.35, and the top for outside classified-advertising salesmen is up \$8.05, to \$147.25.

\$3 Raise Negotiated At N.Y. Jewish Daily

New York City—Employees of the Day-Jewish Journal will receive a \$3 increase in the second year of a new two-year contract with the New York Guild.

The raise will bring top minimums for the advertising make-up chief and advertising supervisors to \$116.80; for publication deskmen, to \$111.80; for stenographers, to \$91.80, and for clerks, to \$86.80.



Hawaii Guild Photo by Warren Roll

CHANGING THE GUARD: Thomas Lum, left, retiring as administrative officer of the Hawaii Guild, briefs Fred Lee, who will succeed him Jan. 1.

Lee To Succeed Lum As Hawaii Executive

Honolulu, Hawaii — Thomas Lum, administrative officer of the Hawaii Guild since mid-1962, is resigning his Guild post effective Dec. 31.

He will be succeeded by Fred Lee, former local secretary. Lum will return to his work as an advertising salesman for the Hawaii Newspaper Agency, production company for the Honolulu Star-Bulletin and Honolulu Advertiser. Lee, also an advertising salesman, will begin a leave of absence from the same company at the beginning of 1965.

Lee, who served as local secretary from 1958 to 1963, was a delegate to ANG conventions in 1960 and 1961, serving on collective-bargaining and finance committees.

Lum, who was local president from 1957 to 1960, became administrative officer June 1, 1962. As a delegate to Guild conventions in 1957, 1958, 1959 and 1960, he served on finance, organizing and collective-bargaining committees.

It Seems To Us

Need Seen To Recognize Professional Aspirations

ROCHESTER, N.Y.

Editor: Ellis Baker's comment in the Columbia Journalism Review [Summer, 1964] reflects a view that is achieving the status of a dogma among union leaders. I've heard it from many Guild officials ("We are a union, not a professional society").

Unfortunately, this misunderstands the usefulness of the widespread aspiration for professional status among workers.

Let's face it: Automation is upgrading skills, and the cry of economic justice of the 30s and 40s doesn't touch the typical employee today.

Not that he is always fairly paid or decently treated. But he's not so malcontented that he'll overcome his prejudices against unions and join them in any number.

In our competitive society, both blue- and white-collar workers aspire to something better—status, improvement, professionalism.

Seen properly, professionalism is another tool by which unions can organize and keep their members committed. I've even seen people join unions to attend a party and then become good union members.

Unions, like other institutions, must change. Eventually, the Guild and other unions will have to become professional societies and instruments of economic gain. If we persist in our dogmatic, either/or assumptions—well, I

can only refer you to the figures on the "growth" of the labor movement recently.

MITCHELL KADY
Rochester Guild

Political Action Held Vital To Labor Aims

ROCHESTER, N.Y.

Editor: Sister Portman, in a letter to the Guild Reporter [Nov. 13], said she wished to take a step further than a previous writer in protesting GR editorials on our political enemies.

I would invite her to go the whole way in exploring labor's relationship to politics.

Discomfiting as it is, I must agree with the part of Sen. Goldwater's statement which she quoted: "Unions exist, presumably to confer economic advantages on their members."

Even a perfunctory glance at this country's social history reveals that a union, unaided by social legislation, would be as weak as a legless athlete.

Where, for instance, would the working men and women of America be were it not for New Deal legislation which threw a protective mantle over labor's efforts?

Presumably, they would still be starving on picket lines, which served as targets for the rifles of anti-labor goons or as clay pigeons to be pounded by management's club-wielding "private detective squads."

Only legislation can help us.

And for better or worse, these laws are made by politicians. Publishers' groups and others have long ago learned that political action is basic to their aims.

Can the Guild and its publications do less?

PATRICK ZESKA
Rochester Guild

Equal Donations Urged For Democrats, GOP

HUNTINGTON PARK, CALIF.

Editor: I, too, want to go along with Catherine Portman of the Hudson County Guild [GR, Nov. 13] and S. George Daniels of the San Diego Guild [GR, Oct. 9]. I voted for and supported Barry M. Goldwater, and there seem to be about 27 million of us—all good Americans, all good Democrats and all good Republicans, but first of all good American citizens. What does this Willard Shelton intend to do with us?

If the American Newspaper Guild donates money to the Democrats, an equal amount should be given the Republicans. I, too, protest the use of my dues for what I deem is evil.

ROBERT W. BASSETT
Los Angeles Guild

Editor's Note: ANG does not make contributions to either the Republican or Democratic Party. Its donations, authorized by convention action, are limited to the registration and education funds of the AFL-CIO's Committee on Political Education, which are not used to support candidates of either party.

Delay Charge On New Levy Brings Denial

Denying a Cleveland Guild charge that announcement of a new assessment was delayed until after the Buffalo Guild's motion for a referendum on strike financing had failed, ANG Executive Vice President William J. Farson this week said the announcement actually was made earlier rather than later than customary.

The Cleveland executive board, local president Richard J. McLaughlin reported in a letter to ANG officers, adopted a resolution last month "castigating ANG officers for their delay in announcing the decision to extend the November-December assessments into next year until after the Buffalo referendum had died for lack of seconds."

"It was the feeling of the majority of the executive board," McLaughlin wrote "... that the ANG officers knew the assessments would have to be extended before the Buffalo deadline had passed but deliberately withheld the announcement."

Farson, in a letter of reply, said that, "on the contrary, we made our recommendation to the International Executive Board for a new assessment earlier than we ordinarily would have, out of consideration for those locals that had collected the special November and December assessments a month early and wanted to continue the assessments without interruption."

Had it not been for this, he said, the officers would not have acted to levy a January assessment until sometime in December, in time for locals to notify managements to check off the assessments in January. ANG policy, he said, is to defer a final decision on assessments as long as possible in hope that new developments will make them unnecessary.

"The Finance Committee report to the October IEB meeting indicated that further assessments would be required," Farson said, "but we thought it wise to await further, strike developments and review final expenditures for the fiscal quarter ending Oct. 31 before definitely deciding that assessments had to be continued."

"In order for some locals to check off the new assessment in December, we had to make this decision, and notify all locals, in November. That is what we did, and the Buffalo propositions had nothing whatsoever to do with our decision."

Noting that strikes can start—and stop—with little warning, Farson recalled that a week after the assessment announcement, "one strike, in Detroit, ended ... and almost simultaneously two others, in Albany and East St. Louis, began."

Chain Links

Rochester, N.Y.—Members of the Rochester Guild have voted to assess themselves \$1 a week per member to aid the North Jersey Guild's Plainfield Courier-News Unit in the event of a strike.

Both the Courier-News and the Rochester Times-Union and Democrat & Chronicle are Gan-nett-owned.

Negotiations at the Courier-News have been stalemated over management's demand for the exemption of five additional jobs from coverage.

And Luis Montanez, Jr., president of the Puerto Rico Guild

On 'Taking The Fifth' At Christmas

By ANGELO COHN
Twin Cities Guild

EVERY year, as the happy holiday season approaches, my heart bleeds for the business editors and entertainment-beat reporters of the nation's press. These poor fellows really can't afford all the free booze that press agents force upon them to express undying love for their positions and seasonal charity for those who should need it least but might repay it best.

It is not the intention of this essay to point a fault-finding finger at either the givers or the receivers but rather to bring the issues into some kind of focus for examination. Since the practice of passing presents has long since grown beyond the relationship that exists between Santa Claus and innocent child, it is doubtful whether gift giving is any more prevalent or more dangerous in the world of newspapermen than in any other segment of the business universe.

For good or bad, newspapermen on papers large or small and in numerous job classifications—but especially those on business or entertainment beats—probably count an annual haul of Christmas liquor and other gifts as part of their earned income. But can they really afford the bonus in booze on the scale to which it has developed?

Few fourth estateers are financially equipped to handle the quantity of liquor that comes their way.



The hardest drinkers among them would be physically incapable of absorbing the free liquor alone within any reasonable period.

That is the nub of the problem. As long as there is any sort of ethical stigma about the receipt of such gifts, their consumption must be either secretive or limited to a close circle of friends whose discretion can be counted upon with assurance.

Yet that "close circle" has to be extended pretty far if the consuming group is to be made large enough to reduce the liquid quantity significantly. Or the business or movie editor has to throw a party every night, with matinees on Saturday and Sunday, to drink up the free booze.

Who among newspapermen can afford that amount of entertaining, I ask? And whose wife can stand it, physically as well as financially?

RECOGNIZING the discomfort that the foregoing cycle of events creates for newspapermen, the editors and publishers of some of the country's most upright publications have taken steps to reduce the economic and social pressures applied to their staff members in the form of liquid handouts.

Angelo Cohn, a former president of the Twin Cities Guild, is currently an editor of educational quarters for the University of Minnesota. He has had an opportunity to survey the problem of Christmas giving from both the reporter's and assistant city editor's points of view at the Minneapolis Star.

More than one editor of my acquaintance has gone to the trouble of communicating by letter or at least they thought they were communicating with press agents and executives in the 90-percent tax brackets and 90-proof gift brackets. The letters informed all that it was a matter of newspaper policy to discourage and reject gratuities, and it would be appreciated by the newspaper if the press agents would cease and desist from tempting employees with free whiskey or other valuables.

Needless to say, no figures have been published on the effectiveness of those letters. They did, however, force the press agents to the inconvenience of looking up home addresses so they could make deliveries to the recipients' doorsteps instead of to their desks.

And it should be noted for the record that at least one executive—a railroad president—who received a letter took it to heart. He said so in a note explaining why he was returning the holiday turkey that the publisher had sent him in appreciation for past advertising friendship.

The recollection of that curdling incident in the season of charity and good cheer is perhaps more significant than the economic limits of those chosen newsmen who can't afford to entertain in the manner to which their free Scotch is accustomed. It represents, as far as the railroad president was concerned, an ethical solution to the problem. How much better that was than the hopeless gesture of a newspaper wife who smashed a gift bottle and poured its contents down the drain rather than see her reporter husband "take the fifth" from a press agent.

UNLESS and until American business generally shows a willingness to change its mode of operation, it is useless for any one editor, or all of them together, or the Newspaper Guild, or any number of individual reporters, to try to establish boundaries that separate moral gifts from immoral ones.

On this last point, and pertinent to the matter of buying favors from newspapermen, is the well-known fact that the very press agents who are most generous with their gifts to business and entertainment writers usually act as if copy desks and make-up editors don't exist. In which case they might just as well pour their free liquor down the drain in many places.

If a man's ethical shield is so thin that it can be washed away with a few bottles of liquor, he probably has no business being a newspaper reporter or editor. That man should have been

screened out by the process of understanding between people long before. And if a publisher has so little faith in his staff that he fears they can be corrupted by a fancy bottle of liquor, he may be suffering from guilt feelings about the level of compensation that makes reporters so vulnerable.

That does not refer to money compensation alone. A newspaper worthy of its name is a creative enterprise. Part of the compensation is the satisfaction of working for perfection and perhaps achieving it on occasion. Part of the take-home pay is an impartial word of appreciation for a job well done and the personal satisfaction of having done it.

In a money world, an adequate salary is important, of course, and the compensation of newspapermen should be sufficient to allow them to walk through their communities with the self-respect that publishers like to think they have. The editor can best help his staff achieve that self-respect by letting it know he has faith in its integrity and appreciation for its creative ability.

One holiday-gift incident shows how easy it is to mix up honesty and thievery, gifts and bribes, good intentions and bad. Some days before one Christmas past, the rector of a downtown church dropped in to chat with friends in the newsroom. When the rector departed, a large and expensive box of glazed fruits was discovered on a chair at the city desk. The season being what it was and the fruits being possibly perishable, the Cello-



Within a few minutes more, however, the rector's voice came over the telephone, inquiring about the misplaced sweets.

"I forgot the box, and it was a gift to me from a very dear parishioner," he explained. "I'm not angry if your fellows ate it, but I certainly hope no one thinks I was trying to bribe the press surreptitiously by leaving it under the desk."

That incident spotlights several pertinent points. The newsmen naturally had assumed the box was meant for them and suffered no moral agonies about enjoying forbidden fruit stolen from the good rector. Neither did the minister feel that he had been compromised in the first place by a gift from a church member. His only ethical concern had to do with the possible misinterpretation that it might appear he had contrived to sneak the fruit to the newsroom.

Extending that line of thinking to the larger problem, it can be reasonably argued that open acceptance of gifts would probably reduce their lavishness, make the distribution more general and eventually cut down the practice. Then, the over-indulged writers and editors could afford what they got.

Horizons Enlarged

3 Service Award Winners On ANG Staff

Three of the 11 Guild leaders who have won the Guild Service Award since its establishment in 1954 have gone on to full-time positions on the ANG staff. A fourth has been elevated to leadership in the Inter-American Federation of Working Newspapermen's Organizations (IAFWNO).

Richard P. Davis, who won the award as president of the Baltimore Guild in 1958, is now ANG's director of international affairs.

David J. Eisen, secretary of the North Jersey Guild when he captured the award in 1961, is associate editor of the Guild Reporter.

James M. Cesnik, who won the 1964 award as president of the Twin Cities Guild, is a recent appointee to ANG's staff of international representatives.

And Luis Montanez, Jr., president of the Puerto Rico Guild



Cesnik Montanez Eisen Davis

when he was selected as award winner in 1963, has just been elected to the executive committee of IAFWNO.

The 1963 winner will be selected at the International Executive Board's February meeting. The nominations deadline is Feb. 1.

Davis was elected an international vice president a year after winning the award. In 1961 he was appointed an ANG international-affairs representative, a post he held until his appointment as associate director of the Research

and Information Department last year.

Last month he was named to a newly created post of international-affairs director, a position in which he will coordinate the administration of ANG's international-affairs activities.

Eisen, who attended a ten-week labor-training course at Cornell University as a scholarship prize for the 1961 award, was appointed to the ANG staff as assistant director of research and information six months later.

Last year, with reorganization of the Guild Reporter staff, he was named to the associate editor's post.

Cesnik, who attended a three-week training seminar at the United Automobile Workers' Leadership Studies Center as this year's prize, was appointed to the IR staff last month.

Montanez, who studied for two months at the University of Puerto Rico after winning the 1963 award, was elected to the IAFWNO post last month.

As in recent years, this year's prize will be a scholarship of up to \$1,000 for a course of trade-union education at the UAW center or some other facility.

The contest is open to local officers and others holding responsible local and unit positions. Nominations must be by action of the local executive committee or representative assembly.

Locals Receive Investment Tips

Copies of an AFL-CIO guide to investing union moneys have been sent to local treasurers as an aid to investing defense funds and other local resources.

The booklet was sent by ANG Secretary-Treasurer Charles A. Perlik, Jr., who pointed out that ANG policy has been to avoid the purchase of common stocks as an investment. Guild locals have shown "general reluctance" to invest in them, he noted.

Perlik said the International Executive Board is currently considering an additional investment opportunity in an AFL-CIO mortgage-investment trust for low-income and middle-income housing.

L.A. Manager Quits

Los Angeles, Calif.—Rose Anne Gutcher, the Los Angeles Guild's office manager, has resigned effective Jan. 1 after 15 years with the local. A successor is being sought.



ROCHESTER MILESTONE: Frank Bonn, first president of the Rochester Guild, receives a diamond-studded gold ANG pin from ANG Secretary-Treasurer Charles A. Furlik, Jr., at dinner-dance marking the 30th anniversary. Looking on is Philip Feld-

man, outgoing president. Former president Mitchell Kaidy, leaving the executive committee after 12 years, also received a gold pin, and Bruce Mann, a charter member, was also honored. ANG Vice Presidents Daniel A. McLaughlin and Jack Debono were among those attending.

\$200 ANG Wage Goal Reached In Settlement At Washington Post

(Continued from Page 1)

considerably more than the general increase.

The Guild's \$100 wage goal for all adult classifications was also reached or surpassed for photo assistants, clerks, phone operators, stenographers and junior clerks.

The Daily News settlement, ratified at a 6 a.m. unit meeting after an all-night negotiating session, provides for a general increase of \$12 in four \$3 steps as well as maintenance of membership and an additional \$2 a week in pension money.

Like the Post settlement, it was achieved with the aid of federal mediators and after unit rejection of an earlier company offer. The \$195 reporter top, added pension contributions and union security were all gained in the final round of bargaining.

As bargaining neared a crisis, the News's Typographical Union 'chapel' voted unanimously to support the Guild if it went on strike, set its action in type and posted it on the Guild's bulletin board.

Three-dollar increases at the News, a Scripps-Howard paper, were negotiated to take effect Dec. 1, next June 1, Dec. 1, 1965, and the following June 1. The re-

porter-photographer top will be increased \$7.40 immediately, \$5 in the second step, \$10 in the third and \$5 in the fourth. The top minimum for clerks and office boys is increased \$15 in four equal steps, reaching \$94.25 for the former and \$82 for the latter. Only editorial employees are covered by the News contract.

The News will increase its contribution to the pension fund by \$1 Dec. 1, 1965, and another \$1 the following June 1, bringing its total contribution to \$8. It will also contribute \$7 per month for family hospitalization and medical-insurance coverage and \$2.35 for single employees.

The contract also contains a clause barring dismissals resulting from automation and provides for a fourth week of vacation after 14 years' service instead of 15.

Major additional gains at the Post include:

► The addition of new jobs to the 10-percent desk-differential group, and provision for paying 10-percent and 5-percent differentials, the latter to a group consisting of copyreaders, on a daily instead of a weekly basis.

► An increase in the salary figure at which time and a half

for overtime becomes inoperative, from \$225 to \$245 in the first year and \$250 in the second.

► A four-week increase in the severance-pay ceiling, to 48 weeks.

► A fourth week's vacation after 14 years' service instead of 15.

Artists, copy and layout men and advertising make-up men will go to \$180. The previous top for artists was \$156.75; ad make-up men were upgraded from principal clerks, a reclassification that will raise their top minimum by \$52.

Reclassifications also added to wage gains for other members. Ad receiving clerks previously making \$84.50 go to \$101.50 now and \$110 a year from now. Those working the lobster shift in this category will pick up an additional \$10 for a total gain of \$35.50.

The News and Post contracts were negotiated in alternating sessions by committees led by Harris Monroe, local administrative officer, and unit chairman Joe Holt Anderson, Jr., in the case of the Post, and George Clifford, in the case of the News, assisted by International Representative Edna Berger, Tom Kelly, local president, and Brian Flores, local representative.

The Post committee included David Graham, Jean Talbot, Robert E. Baker, Morton Mintz, Walter Bassford, Gerald Grant and Robert F. O'Connor. On the News committee were Kenneth Schlosberg, Eugene Shumate, Clare Crawford and Thomas Stokes, Jr.

Twin Cities Moves At Catholic Paper

St. Paul, Minn. — The Twin Cities Guild this week filed a petition asking the State Conciliation Service to certify it as bargaining representative for 15 editorial, advertising and business-office employees of the Catholic Bulletin here.

The petition was submitted to the state agency after the National Labor Relations Board said it lacked jurisdiction over the religious publication, causing the Guild to withdraw an NLRB petition.

The Bulletin had rejected the local's request for recognition.

Toronto Star Seeking Contract Weakening

(Continued from Page 1)

tees against loss of employment," suggested that severance-pay provisions and "so-called jurisdiction clauses" are no longer needed.

Meanwhile, the publishers of all three Toronto dailies still have not responded to revised contract proposals submitted Nov. 16 by a bargaining committee newly elected by the printers to take a "fresh approach" to the deadlock.

Offered as a "basis for negotiations," the printers' proposals provide for a two-year extension of their contract beyond the original proposed expiration date of Jan. 1, 1965, embodying a wage increase proposed by the publishers and other terms previously agreed upon, including settlement of the computer-jurisdiction issue.

The union proposed that a separate agreement be drafted to cover issues raised by the strike, providing for the reinstatement of all employees involved in the dispute and requiring that employees hired during the strike apply for union membership and, if accepted, follow other employees in seniority.

Members of the Pressmen's, Stereotypers' and ITU Mailers' unions voted last month to forgo

wage increases and other contract improvements for a year on condition that the papers reach a settlement with the printers within 35 days. All three contracts expire Dec. 31.

The three craft unions also asked that they be permitted to have observers sit in on the papers' negotiations with the printers. When the craft unions asked for a meeting to present their offer, however, the companies countered with a proposal that they meet separately with each union at a later date.

Fifty-one Guild members are observing the printers' picket line at the Telegram, where a contract clause permits them to do so. Guild members are continuing to work at the Star and the Globe & Mail, where the local has advised them that both the law and their contracts require them to report for work. Both contracts contain no-strike clauses.

The local executive voted last month to accept the agency-shop (Rand formula) dues of temporary Telegram employees hired to replace those honoring the picket line, not to accept them into membership, as was reported in the Nov. 27 Guild Reporter.

Local Elections

Bay City

President, John Gendreau; vice president, Duane Homewick; secretary, Joan Burrows; treasurer, Thomas Mahoney.

Los Angeles

President, James P. Bonetti; vice president, Jacob B. Parker; secretary, Leon Igoe; treasurer, William B. Lanier.

Providence

President, Jack M. Thompson; vice president, Donald A. Barro; treasurer, James B. Barro; secretary, David M. Phillips.

Wire Service

President, Harry S. Colver (Oklahoma City); AP vice president, George Brown (Baltimore); UPI vice president, Richard Barnett (San Francisco); secretary-treasurer, Stella Roberts (Oklahoma City).



From the issue of December 5, 1964.

JENKINS STORY HANDLING DEFENDED BY EDITORS

Did police reporters ignore station house blotter—and miss a big story? Did sentiment prevail over prudence? Washington, D. C., editors rebut criticism of the handling of the Jenkins story, revealing background events that lead to the story break.

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Arbitration Agreement Ends 18-Day Albany Strike

(Continued from Page 1)

give each employee \$4 the first year and \$3.50 in each of the succeeding two years. The contract also provides an improved vacation schedule and notice and retraining in the event of technological displacement.

Of the first year's increase, \$3 will be applied to a pension program and \$1 to hospital-surgical benefits; however, the \$4 will be paid in cash from the date of the agreement retroactive to May 2, when the previous contract expired. In the second year \$1.50 will be applied to pensions and \$2 to wages, and in the third year 50 cents will go to pensions and \$3 to wages.

The company had offered \$11 in new money over a three-year period, and the Guild was asking \$12. The \$1 difference and the company's demand for a "flexible" work schedule were to have been arbitrated under a proposed settlement originally reached by negotiators Dec. 8.

As the unit met at 10 p.m. however, word arrived that language proposed by the company provided for arbitration of a money package that would "not exceed \$12 or be less than \$10."

Considering that the company had withdrawn its earlier \$11 proposal, the Guild voted unanimously to reject the settlement. A hasty postmidnight meeting with company officials failed to resolve the conflict.

The next morning, the Guild and the papers accepted a proposal by Vincent McDonnell, chief of the New York State Mediation Board, under which the Guild agreed to vote whether to authorize its negotiating committee to enter into an arbitration agreement based on the original

Information, Please

'Is 11-Hour Day ANPA Policy?'

Following is the text of a telegram sent Nov. 25 by Chester Vanderbilt, president of the Albany Guild, to the American Newspaper Publishers Association, whose president, Gene Robb, is publisher of the struck Albany Times-Union and Knickerbocker News.

Is it the policy of the ANPA to seek to extend the working day on newspapers throughout the nation to as long as 11 hours, as Capital Newspapers in Albany has proposed for its employees?

Is it the policy of the ANPA to permit its employees to serve in the role of strikebreakers, as is the case in Albany, where two ANPA staff members have been imported to serve as strikebreaking reporters? Is it the policy of the ANPA to encourage its member newspapers to follow the lead of the Albany publisher who has:

1. Escorted his wife through the picket

line and put her to work as a reporter.

2. Induced the wives of other executives to leave home and children to play the role of strikebreaker.
3. Misled college students into acting unknowingly as deliverymen for a strike-bound newspaper.
4. Sought to seduce the Junior League from its usual civic and charitable pursuits and convert its members into strikebreakers?

These are questions of concern not only to the Albany Newspaper Guild but to all newspapermen everywhere, to the entire labor movement and to millions of readers of the American press.

Kindly reply collect to the Albany Newspaper Guild, 71 Columbia St., Albany, N. Y.

Neither the ANPA nor Robb has yet replied.

understanding, with the wage floor set at \$11.

A management representative was to be waiting with the mediator, with a sealed envelope containing the company's acceptance or rejection of such an agreement.

A membership meeting approved the proposal; the envelope was then opened, revealing that the company had accepted the \$11 figure, and the strike was over.

In addition to the new-money settlement, the company agreed to pay \$3.10 per week for each employee into a new pension and welfare fund. This represents a "buy-out" of previously existing benefits.

The settlement also provides four weeks' vacation after 20 years, instead of 25, 90 days'

notice of any staff reductions arising from the introduction of new technology and prompt discussion with the Guild of ways and means of retraining displaced employees. Seniority will be the first consideration in technological discharges, and employees will be allowed to resign with severance pay to offset any need for such discharges.

The strike began Nov. 22 after 36 meetings had failed to achieve a satisfactory agreement.

In later mediation sessions, areas of disagreement were reduced to the company's money offer, which was \$1 lower than that granted to craft unions, and its demand for a "flexible" work schedule.

Such a schedule, the company said, would relieve it from paying

"excessive" overtime by allowing it to schedule hours ranging from five to 11 a day within the existing 37½-hour week. The Guild termed it a "return to the dawn-to-dusk workday of the depression."

Although both papers continued to publish, their circulation dwindled to about a quarter of its normal volume without Guild distributors, and truck traffic in and out of the plant came to a virtual standstill. Craft-union employees crossed the Guild picket line, limited by an injunction against mass picketing.

The American Newspaper Publishers Association, of which Gene Robb, the papers' publisher, is president, assigned some of its staff members to work as strikebreakers, and the company drafted

ed executives' wives to fill the same role. Robb's own wife was employed as a telephone operator.

The Guild has received no reply to telegrams sent to the ANPA and Robb, protesting the company's tactics and the ANPA's role in assisting in their execution.

The Guild also wired state legislators asking for a meeting to discuss legislation to outlaw the "11-hour day."

Although Robb did not appear at any bargaining or mediation sessions, he testified at a state Supreme Court hearing that the company was collecting strike-insurance benefits that can range up to \$12,000 a day under a policy the company has had for 20 years.

The hearing also included testimony by ANPA staff member Saul Waldman that he and a colleague, William Leick, had been instructed by Stanford Smith, ANPA general manager, to work in the Albany papers' editorial departments.

ANG Executive Vice President William J. Farnon also testified, citing the extent of publishers' strike insurance to help establish the Guild's claim that the company was not bargaining in good faith.

After four days of hearings, Justice T. Paul Kane on Dec. 2 granted the company's application for a temporary injunction barring the Guild from mass picketing, disturbing the peace or blocking access to the plant.

The Guild had already voluntarily limited itself to six pickets in return for an agreement by the company not to try to move delivery or supply trucks through the picket line.

Distribution was believed to have fallen to no more than 25 to 30 percent of normal circulation, which is 54,678 for the afternoon Knickerbocker News and 68,797 for the morning Times-Union.

Albany labor organizations rallied to the Guild's aid. A resolution adopted by the Albany Central Labor Council pledged full support, and the Hotel and Restaurant Workers made their nearby headquarters available for the Guild's use.

N.J. Guild Cites News Dimout, Asks FCC Aid

(Continued from Page 1)

The local asked other New Jersey unions to help it end a news blackout created by the refusal of the station and area newspapers to deal with the bargaining crisis.

The executive committee, in censuring the station, the Home News, the Perth Amboy Evening News, the Plainfield Courier-News and the weekly Spokesman for their silence, asked the aid of other unions in publicizing the situation through advertisements or a direct mailing to residents of the area.

The station and the Home News did not let the public know of the situation until a strike was authorized after six months of futile negotiations.

The unit voted to authorize strike action late last month when bargaining sessions, resumed after a 2½-month interruption, failed to yield agreement. The principal stumbling block is a company demand for the exclusion of the sports, social, suburban and night editors from contract coverage.

New Top Minimums				
Washington Post				
Classification	Old Contract	Dec. 1964	June 1965**	Increase
Editors, Group I	\$190 (Std)	\$210.50	\$230	\$32
Editors, Group II	180 (Std)	200	220	31
Asst. Editors	160 (Std)	180.50	210	21
Copy readers	140 (Std)	160.50	210	21
Reporters	130 (Std)	150.50	210	21
Photographers	120 (Std)	140.50	210	21
Ad salesman	110 (Std)	130.50	210	21
Artists	100 (Std)	120.50	210	21
Copy boys	90 (Std)	110.50	210	21
Outside class.	80 (Std)	100.50	210	21
Inside class.	70 (Std)	90.50	210	21
Printed class.	60 (Std)	80.50	210	21
Junior class.	50 (Std)	70.50	210	21
Secretary	40 (Std)	60.50	210	21
Photographers, photo ops.	30 (Std)	50.50	210	21
Washington News				
Classification	Old Contract	Dec. 1964	June 1965**	Increase
Reporters	\$167.00 (Std)	\$175	\$180	\$27.00
Clerks	70.50 (Std)	80	84.25	15
Office boys	67 (Std)	70.75	82	15

* Minimum introduced in December, 1964, for first class.

** Two intermediate increases, in June and December, 1965, are not shown.

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Sure
One

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Editorial

'What Are You Doing?'

What the editor of the Cincinnati Enquirer apparently hopes will herald the dawn of the New Efficiency Era in U. S. journalism has been ushered in with a flourish of trumpets and the firing of at least 28 Enquirer hands.

Applying time-study methods ordinarily reserved for the assembly line, the Alexander Proudfoot Co., a Chicago efficiency firm, made a six-month study of the Enquirer's operations and found that some 40 jobs, 22 of them in editorial, were expendable—28 of them so expendable that the Enquirer couldn't wait for time to take its toll.

The Enquirer's situation was about as desperate as a fox's in a chicken coop. It had just chalked up its most profitable year, with net earnings of \$1,430,324, and is looking forward to a better one.

The efficiency experts, according to a Time magazine account, approached the Enquirer with the assurance that they could trim several hundred thousand dollars of "waste effort" from its payroll. They were hired to make good on their promise.

They began increasing efficiency by approaching staffers as often as six times an hour with the query: "What are you doing?"

The news in Cincinnati, apparently, did not flow in at the same even pace to which reporters elsewhere in the country are accustomed. "Our studies showed a pool of people not all of whom were busy all the time," reported the Enquirer's executive vice president.

Among those who apparently were not busy every waking minute was the paper's managing editor, who was named assistant to the editor when his job was abolished on a Wednesday and fired outright the following Friday. The editor of the Sunday feature page went with him.

The New Efficiency began to yield dividends almost immediately. The classified-advertising department, enfeebled by the Proudfoot quick-reducing diet, couldn't keep up with the rush of phone calls, and the Enquirer sent out a hurry-up call for help from some of those it had just fired. They were quick to tell the paper where it could go to find it.

There is some question as to whether the lot of those who were fired or those who remain is the happiest. Survivors of the first round (Proudfoot will be on the job until March) must fill out work-report forms accounting for every minute of their day—all except those in editorial, where that final indignity is still being reserved but where Proudfoot steps still forestall the question that Enquirer employees must hear in their nightmares.

The Enquirer isn't one to be hoggish about a good thing when it finds it. Its editor has commended the paper's "innovation" to the attention of publishers throughout the country.

Not all papers, of course, are as readily able to reap the benefits of the New Efficiency as the non-Guild Enquirer. Some of them have Guild contracts that prohibit arbitrary dismissals except where the need for economy can be demonstrated by something more persuasive than a record profit.

But Proudfoot is on the march, and the voice of the time-study man is once again heard in the land. Reporters had better look to their waste motions. And stop sharpening that pencil on company time.

'We've Got This Newsroom About As Efficient As You Can Get It'



DATELINE: WASHINGTON

GOP Governors Start Party On Long Road Back

By WILLARD SHELTON, Washington Guild

Five weeks after the election, the Republican Party is ravaged with internal strife as a result of the shocking losses suffered with Sen. Barry Goldwater as its presidential nominee. It is not clear whether GOP leaders can reach the mutual tolerance of each other, the meeting of minds, that would allow them to move toward the 1966 and 1968 elections with a reasonable hope of starting the party on the road back from disaster.

John Grenier, the previously unknown Birmingham lawyer who built the Goldwater organization in the Southern states that formed the solid foundation for the Arizona senator's convention triumph last July, has departed the National Committee. But he left behind him a committee staff disrupted by the ouster of long-time professionals, denuded of anyone who has previously had experience with national political campaigns—even in the victorious Eisenhower years.

Dean Burch, the beleaguered National Committee chairman, is fighting for his job, "accepting" the statement of principles set forth by Republican governors for a GOP new departure and preparing to offer a constructive program to a special meeting of the committee scheduled for Jan. 22. The trouble is that the Goldwater conservatives still do not seem to understand what hit them Nov. 3.

Grenier, back in Birmingham, cut loose with a sharp attack on three powerful Northern Republican governors—George W. Romney of Michigan, William W. Scranton of Pennsylvania and Nelson A. Rockefeller of New York—blaming them for the election chaos.

It seems totally unrealistic to

imagine that the most strenuous Goldwater campaign efforts by Romney, Scranton and Rockefeller would have substantially changed what happened.

Romney and Rockefeller may well win re-election in 1966 in their own right (Scranton can't run because Pennsylvania has a one-term provision in its constitution), but who can cogently suppose that in Michigan the million-plus majority against Goldwater could have been converted into victory, that the 2.4-million Goldwater deficit in New York could have been reversed by Rockefeller?

There was, in the traditionally Republican Northern and Midwestern states, a profound distrust of Goldwater's bona fides as a candidate for the White House.

The conference of Republican governors was by no means unanimously agreed, when the state executives arrived in Denver, that a demand for the ouster of Burch was necessary—or even desirable. Romney had publicly stated that he did not believe this was a proper thing for the governors to insist on. So had Gov. Mark Hatfield of Oregon. Scranton showed doubts.

But before the meeting was over, a Goldwater emissary—Gov. Paul Fannin of Arizona, now senator-elect—had managed by clumsiness and arrogance to convert all three of them to a con-

viction that they had no other choice.

Sen. Thurston Morton of Kentucky went to the conference to warn that a bitter-end fight to oust Burch would be no contribution to party unity. He ended with a new appraisal of the depth of resentment among elected Republican state leaders at the conduct of Goldwater zealots at the convention and in installing themselves in total control of National Committee machinery. Burch could not stay on, he conceded, with merely a narrow majority of support.

There is, obviously, a solid and very intense bloc of support for Goldwater's viewpoints and style among some Republicans. The tremendous number of small contributions to his campaign establishes it, if it had not already been established by his convention victory.

But it is also clear that these zealots are not in the mainstream of Republican tradition, that the GOP in the North cannot possibly approach upcoming elections with the Arizona senator as the party symbol, with his spokesmen as the operators of party organizations.

It will undoubtedly be exceedingly difficult for the party to work its way out of the dilemma exposed in the election. The significance of the GOP governors' declarations is simply that they are convinced it is necessary for them to make a start.

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Guild Briefs

New York City—A \$1,000 New York Guild scholarship to Columbia University's Graduate School of Journalism has been awarded to David B. Sanford of Denver.

The scholarship is awarded annually to a student with exceptional promise in the newspaper field. Sanford, a 1964 graduate of the University of Denver, has served as a book reviewer for the Denver Post.

Albert F. Caperton, a Guild member at the Richmond News Leader until he enrolled in the graduate school this fall, was awarded the school's Julius Ochs Adler Scholarship. The \$1,000 scholarship is awarded annually

to a student who has demonstrated "a capacity for leadership in journalism."

New York City—Thomas F. Doherty, former New York Times Unit chairman, has been named administrative assistant to Executive Vice President Thomas J. Murphy and Secretary-Treasurer John E. Deegan of the New York Guild.

Doherty, who was a local staff member in 1951-53, will fill a vacancy created by the election of Deegan, former staff director, to the secretary-treasurer's post. He was appointed for a six-month period.

New Pact Ratified In CBC Mail Vote

Toronto, Ont.—The Canadian Wire Service Guild has ratified a new contract with the Canadian Broadcasting Corp. by a mail vote of 139 to 48.

The two-year agreement (reported in the Nov. 13 GR after A.N.G.'s Contracts Committee had approved its submission to the unit), provides for increases ranging up to \$12.80, raising the top minimum for reporters and subeditors to \$156.60.

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