

2 Guild Leaders Write A Manual

'How To Integrate A White Citizens Council'

Two Washington Guild leaders have taught a lesson in how to join 'em—and lick 'em, too—at the expense of the nation's right-wing extremists.

At the end of two hilarious months of cloak-and-dagger work, Tom Kelly, then Washington Guild president, and Guildswoman Clare Crawford had a sparkling feature for their paper, the Washington Daily News, and had left the Prince Georges County (Md.) segregationist movement a shambles.

Thanks to their work and that of a number of their friends, the county's White Citizens Council, once a showcase of Southern segregationists' efforts to organize in the North, is a full-fledged affiliate of the Congress of Racial Equality—and boasts a Negro among its members.

It all started early last December, when Mrs. Crawford learned that Norman Kilpatrick, a member of the United Church of Christ Committee for Racial Justice, had quietly joined the White Citizens Council to keep tabs on its activities.

Scenting a story, she went to a meeting, joined, and was promptly elected recording secretary—saving her the trouble of taking notes surreptitiously. Her husband, an attorney, reluctant to let her go to meetings alone, went with her and was drafted as legal advisor. Mrs. Crawford, who is expecting a



WELL, HARDLY EVER: A "Never" button, proclaiming the White Citizens Council's bitter-end opposition to integration, is playfully placed on Washington Guildswoman Tom Kelly by his partner in espionage, Clare Crawford. The slogan now means "Never Discriminate."

baby in the spring, was living three lives at the time. During the day she was posing as an unwed mother for a series on Washington prenatal clinics while also serving, with Kelly, on the Guild's bargaining committee at the News.

Kelly got into the act in mid-December and was put in charge of fund-raising and recruiting new members. It was Kelly who suggested taking over the council completely—a step that turned it into a national laughing-stock

when the two reporters' story broke late last month. Friends of Kelly, Kilpatrick and Mrs. Crawford soon began trooping in.

Kelly's only previous claim to fame in right-wing circles was a punch in the nose that his probing questions once brought him from former Gen. Edwin Walker after a Congressional hearing.

Soon, CORE pickets were mysteriously turning up whenever the council met, no matter how secret the meetings were supposed to be. As a result, the council's chairman, a publicity-shy tax consultant, resigned, turning over his bundles of white-supremacy literature to Kilpatrick and Kelly.

The torch was formally passed to Kilpatrick by the Citizens Councils of America field director, Joseph Mitchell, who won national attention several years ago when, as city manager of Newburgh, N.Y., he led a fight to gut the city's welfare program.

Mitchell went on the national organization's payroll last July, with responsibility for organizing Virginia and Maryland.

In confirming Kilpatrick as chairman of the Prince Georges council, Mitchell paid tribute to his leadership qualities, saying: "It is pleasing to have someone like Norm. He grabs the ball."

Kilpatrick suggested to Mitchell that

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AP Contract OK'd By 33 Votes; UPI Warning Is Seen

New York City—Associated Press Guildsmen have ratified their new contract by a narrow 44-7 vote—a margin Wire Service Guild President Robert M. Crocker said serves as a warning to United Press International.

Crocker said the expression of dissatisfaction with AP terms serves notice to UPI that "its usual second-rate" contract treatment will not be accepted. Guild negotiations with UPI begin Feb. 16.

The AP contract, approved in voting at Wire Service chapters across the country, provides for a \$14 increase over two years at the top, bringing the top minimum for newsmen in Class I bureaus to \$188.75 next Jan. 1.

The negotiating committee had recommended acceptance despite a formal expression of dissatisfaction over the contract's failure to provide a \$200 minimum, and the local executive committee, voicing similar dissatisfaction, withheld any recommendation.

Although, the local noted, the agreement provided more money gains than any wire-service contract in the past 14 years, it ran into widespread criticism in AP branches. The size of the money package and failure to upgrade more bureaus were the principal

N.Y. Minimum Goes To \$263

New York City—The Guild's highest contract minimum has been raised to \$263 in a new contract between the New York Guild and Standard & Poor's financial information service.

The associate-manager top minimum was elevated to that figure under an \$18.75 increase effective immediately. Pay increases ranging from \$6 to \$20 were made fully effective at the start of a three-year agreement. The contract provides for a 9-percent pay-and-pension package, with 2 percent of the increase going into the pension fund.

targets of opposition criticism. Crocker said the large vote for rejection is a signal that management of neither wire service "can afford to ignore."

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News Industry Chalks Up Record Ads, Circulation

U.S. newspapers, reporting record highs in advertising, circulation and newspaper consumption in 1964, are looking forward to an

Enquirer, Dow Jones Report Record Profits... Page 7 even better 1965.

The industry set these records in the year just completed. Advertising revenue of \$4.1 billion dollars, up 8 percent over 1963.

Average daily circulation of 60,145,582.

Estimated newspaper consumption of 8,070,000 tons.

Newspaper revenue from national advertising was up 10 percent and revenue from retail advertising rose 7 percent, Charles T. Lipscomb, Jr., president of the American Newspaper Association Bureau of Advertising, announced last month.

The 10 percent gain in national advertising far exceeded the bureau's pre-1964 forecast of a 5-percent gain and a subsequent up-

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ITU Upheld By Examiner In N.Y.; Guild Talks Start

New York City—A National Labor Relations Board examiner has upheld the New York Typographical Union's right to withdraw from city-wide bargaining with the New York City Publishers Association and to insist upon individual negotiations with each paper.

Bertram A. Powers, president of the Typographical Union, said he did not expect the decision to affect the current round of city-wide printer bargaining, which was broken off this week with a union statement that it had reached a deadlock.

The New York Guild yesterday began bargaining with the first of the city's six major dailies, the Herald Tribune. Bargaining with the other papers will start next week.

The examiner's decision is subject to confirmation by the full NLRB, which already has before it conflicting decisions from two other examiners on similar cases involving Detroit publishers and two locals of the Pressmen's Union.

Examiner Herbert Silberman, ruling on an unfair-labor-practice charge filed by the printers, pointed out that multiemployer bargaining units are entered into by mutual consent and that the NLRB has ruled employers may pull out of them.

"It would be unreasonable," he said, "to hold that once having entered into such an arrangement, a labor organization completely and for all time deprives itself of opportunity for reconsideration

and withdrawal while freedom of such choice remains with the employers."

"There is no reason to believe that the board will impose greater restrictive action on the labor organization than upon the employers' group."

Silberman termed irrelevant the publishers' contention that the union wants to withdraw from multiemployer bargaining only to forestall the papers from engaging in a retaliatory lockout if one paper is struck. The board has ruled that such lockouts are illegal when unions bargain with individual employers.

"Although it may be true, as respondents contend, that a concomitant of the dissolution of the multiemployer unit will be to weaken their ability to resist future bargaining demands by the

union," Silberman said, "such consideration, in my view, is not properly cognizable in arriving at unit determinations."

The examiner's recommended order would require the publishers to bargain individually with the union. But John J. Gaherin, president of the association, said it will file exceptions to the decision for consideration by the board.

In the Detroit cases already before the board, one examiner held that a union was entitled to withdraw from joint bargaining, while the other held that it wasn't.

The New York Guild, beginning bargaining nearly four months after the printers, was scheduled to enter negotiations next week with the New York Times, News, Journal-American, Post and World-Telegram & Sun.

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N.Y. News Bows, Agrees To No Computer Firings

New York City—Bowling to a Guild demand, management of the New York Daily News has agreed that no Guild-covered employee will lose his job because of the introduction of a new Honeywell 200 computer.

The assurance came after the Guild posted a bulletin-board notice directing members not to operate the computer without the Guild's approval.

The notice went up when management moved the computer into its plant nine days ahead of a

scheduled meeting to discuss its operations with the Guild.

The computer is intended for use on advertising-accounts receivable, a department employing 50 Guild members. There had been intermittent discussions with the Guild on the computer problem over a period of two years before its introduction, but with little result.

The day the computer arrived, the Guild posted the following instructions:

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Employees' Vote Endorsed

Diocesan Newspaper Welcomes Guild Organization

LAST Friday morning the employees of the Catholic Bulletin went to the polls. When the man from the Minnesota State Labor Conciliator's office counted the secret ballots, the result was clear. The vote was 12 to 0—a landslide for Twin Cities Local No. 2 of the American Newspaper Guild, AFL-CIO. Certification of the Newspaper Guild as the bargaining agent for office, advertising and editorial workers of the Bulletin is a historic step in the 55-year history of this newspaper.

Although we know the organization of our employees into a labor union means many complexities lie ahead, we commend the staff of the Bulletin for its decision. We believe firmly in the value of unionization, and we endorse in particular our fellow workers' choice of a union.

The Newspaper Guild is an outstanding union in a nation which has led the world in the size and effectiveness of its organized labor. Besides helping to improve the working conditions of those engaged in the important task of producing the nation's press, the Guild has worked to raise the standard of the writing profession. In 1941 it also led the way in driving Communists from its ranks and those of other unions as well, paving the way for the decline of the Reds in the United States.

The Bulletin joins other Catholic newspapers whose employees are represented by the Guild, including the Catholic Universe Bulletin of Cleveland and the Michigan Catholic of Detroit. The affiliation of employees of a Catholic institution like the Bulletin with organized labor is an encouraging sign during a time when union labor is having difficulty holding its hard-won ground. Mergers and automation have cut into the labor force even during an era of economic expansion. Some have even questioned the need for unions when wages are at an all-time high and the nation is enjoying its longest period of uninterrupted prosperity.

IN general, the Catholic church in the United States has always been on good terms with

The accompanying editorial, entitled, "Welcome, News Guild," appeared in the Catholic Bulletin, official publication of the St. Paul Diocese, a week after the paper's employees voted unanimously for representation by the Twin Cities Guild. It was signed by Bernard Caserty, editor of the Bulletin and a former president of the Twin Cities Local.

organized labor. This spirit of cooperation goes back to the time James Cardinal Gibbons was successful in preventing official church condemnation of Catholic membership in the Knights of Labor, the forerunner of today's unions. Catholic American labor movement, and Catholic clergymen have played prominent roles in advancing the cause of unions—many of them earning the nickname of "labor priests."

Support for organized labor came from a higher authority in the church than these leaders, however. The landmark endorsement of the need for associations of laboring men came in Pope Leo XIII's revolutionary encyclical, "Rerum Novarum" ("On the Condition of Labor"), which appeared in 1891. This historic document, which deserves regular rereading, set down standards of a just wage and recommended free agreements between workman and employer. The pope endorsed "workmen's associations" in particular.

"Such associations should be adapted to the requirements of the age in which we live—an age of greater instruction, of different customs, and of more numerous requirements in daily life," Pope Leo said.

"It is gratifying to know that there are actually in existence not a few societies of this nature, consisting either of workmen alone, or of workmen and employers together; but it was greatly to be desired that they should multiply and become more effective. We have spoken of them more than once; but it will be well to explain here how much they are needed, to show that they exist by their own right, and to enter into their organization and their work."

LABOR unions, being the handiwork of man, are not perfect. Crimes have been committed in their name, and they have been sabotaged by Communists seeking heaven on earth and corruptors twisted by avarice. But these sins have been relatively unimportant, despite the headlines, in the long history of American unionism.

The work of unions in improving the lot of the workingman, in cooperation with enlightened employers and managers, and aided by the federal graduated income tax, has produced the great American middle class—the envy of the world. The church has provided leadership in the struggle of unions to improve the condition of labor, and it has benefited richly from their progress.

We congratulate Catholic Bulletin workers in their unanimous decision to join the Newspaper Guild. We know that if St. Joseph were plying his trade in the United States today he would be a card-carrying member of his local Carpenters & Joiners' Union, AFL-CIO. And so would the carpenter's Son.

Unions Seen Poverty Bar

Tucson, Ariz.—One of the prime causes of poverty in America is the fact that 50 million workers are without union protection, Archbishop Robert E. Lucey of San Antonio told the National Conference on Poverty in the Southwest last month.

Denouncing "groups of willful men" who prey on unprotected workers, the archbishop appealed to unions to break the stranglehold of "powerful corporations and vested interests" on the "vast majority" of workers in the Southwest.

ANG was among sponsors of the conference, held to spotlight attention on the extent of poverty in one of the nation's wealthiest areas.

Financial Proposals To Go Before IEB

Convention-directed studies on updating the Guild's model-dues schedule and resolving differences in per-capita payments are scheduled to come before the International Executive Board at its winter meeting in Washington next week.

The IEB's Finance Committee was to study the matters and develop recommendations at a pre-board meeting today.

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

Ted Peck Dies; Detroit Guild's Ex-President

Dearborn, Mich.—Ted Peck, former president of the Detroit Guild and a pioneer wire-service leader, is dead.

Peck succumbed to cancer in Dearborn VA Hospital at the age of 58 after a 40-year career with Associated Press and the old Detroit Times.

Peck, who once headed the AP bureau in Lansing, led the Guild's AP organizing drive in Michigan during the 1930's. He was instrumental in negotiating the Guild's first Michigan AP contract in 1942, when wire-service contracts were on a local-bureau basis.

He was president of the Detroit Local for two terms in 1947 and 1948, before formation of the Wire Service Guild, and served on the local executive board for many years.

ings to the 1965 Convention next July in Detroit.

It also directed study of a constitutional provision requiring the payment of full per capita to ANG on dues payments higher than the regular per-capita rate while setting the per capita at 50 percent of dues payments equal to or less than the per-capita rate.

Figures to be submitted to the Finance Committee by ANG Secretary-Treasurer Charles A. Perlik, Jr., show that extension of the 50-50 principle to dues payments up to the point at which ANG would receive the present maximum per capita of \$2.30 would cost ANG \$25,000 a year in per-capita revenue—approximately 5 percent of its income.

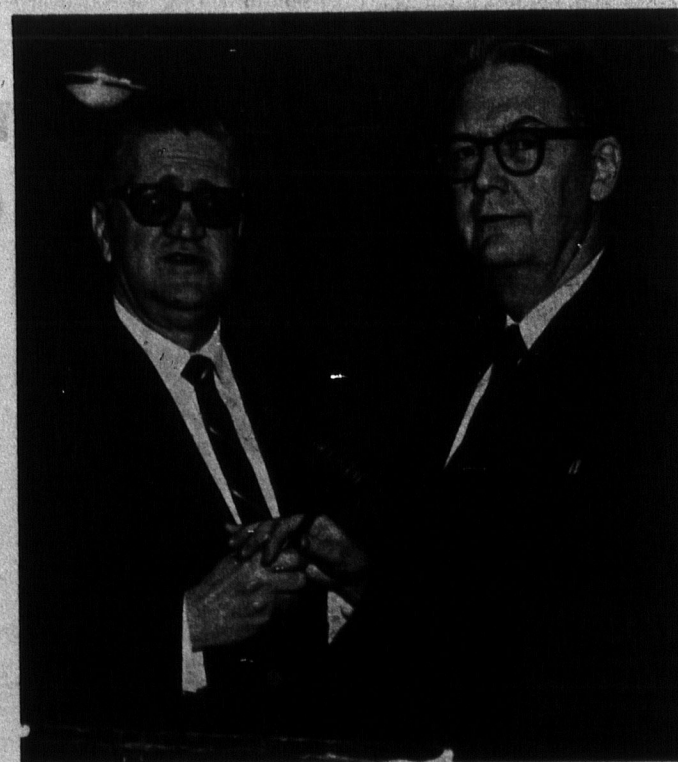
Perlik will also present the committee with figures showing that an increase in the model-dues schedule would lead to increased dues for less than 2,000 of ANG's 31,000 members. The 35 to 40 locals that would have to increase their schedules are mostly small ones, he said.

Increased Dues Schedule Ratified in Detroit Vote

Detroit, Mich.—An increased dues schedule for the Detroit Guild was approved by a 204-155 vote in balloting tabulated last week.

The new schedule ranges from \$1.50 for members earning less than \$30 a week to \$13.75 for those earning \$240 and over. It replaces a schedule ranging from \$1.50 to \$10.

The new rates will go into effect April 1 or when current ANG assessments end, whichever is later.



NEW PILOT: Wilfred Alexander, left, president of the New York Guild the past four years, turns over the gavel to his successor, Oliver Flint, a writer for the New York Post, is the author of several books, including a recent biography of Westbrook Pegler, entitled "Angry Man of the Press."

Krecker Re-elected President Of Midwest District Council

Chicago, Ill.—Fred Krecker of Hammond was re-elected president of the Midwest District Council at a two-day meeting here Jan. 23 and 24.

Other officers re-elected were Barney Wippold of St. Louis, vice president, George Lindberg of Gary, secretary, and Ed Gilbreth of Chicago, treasurer.

At an ANG training institute, held in conjunction with the meeting, ANG Collective Bargaining Director J. William Blatz discussed the effect of new technology on newspaper unions, and Robert Christofferson, associate director of research and information, outlined problems involved in eliminating newspaper job bias.

Time Charged With Refusing Payroll Data

New York City—The New York Guild has filed an unfair-labor-practice charge with the National Labor Relations Board against Time Inc. following the company's refusal to provide payroll information to aid in collective bargaining.

The charge was filed after a dozen bargaining sessions since last October failed to elicit more than the vaguest data lumped anonymously within broad wage brackets.

After the charge was filed, the company circulated a memo to all editorial staff members in which it said its refusal to provide the Guild with a name-by-name list of salaries and merit and promotion increases was based on its belief that such information is "confidential" and that to provide it to the Guild would be "an invasion of privacy."

In reply, the Guild pointed out that it needs accurate and complete payroll information to negotiate intelligently.

"The Guild is entitled to such information under federal law," the Time Unit pointed out in a shop bulletin. "Other publishers provide this information to the Guild."

The Guild said its concern is "to make sure that everyone is treated fairly when it comes to salaries." "To do this," it said, "we must know what those salaries are."

The Guild has been bargaining, in the meanwhile, with the inadequate data thus far provided.



CHOW LINE: Charles Stewart, assistant city editor of the struck Metro-East Journal, dines up chili and beans to members of the Guild's East St. Louis Unit, who have been observing printers' picket lines for 11 weeks. Stewart also has cooked weekly meals for the printers, including a mess of 65 brook trout on one occasion and a 21-pound turkey on another.

1,200 Join In Prayer Service For End To Toronto Dispute

Toronto, Ont.—An overflow gathering of 1,200 persons of all religious faiths assembled Feb. 5 in St. James' Anglican Cathedral here to pray for an end to the seven-month dispute between the Toronto Typographical Union and the city's three dailies.

The service, attended by members of Parliament, the Toronto Board of Control and civic and labor leaders, was conducted by Roman Catholic Conductor Archbishop Philip F. Pocock, Anglican Bishop Frederick Wilson and the Rt. Rev. Ernest M. Howse, moderator of the United Church of Canada.

Archbishop Pocock, terming the gathering unprecedented, urged "a happy and reasonable settlement" of the dispute.

A Jan. 21 proposal by New Democratic Leader Donald MacDonald to adjourn the Ontario Legislature to discuss the government's failure to act in the dispute was rejected by Speaker Donald Morrow.

Morrow said that while the matter was urgent and in the public interest, there were no new developments and that if the matter were discussed now it could not be raised again in this legislative session.

The Typographical Union has reported that its boycott of the three papers, supported by the Toronto and District Labour Council, is yielding growing results and that about 125,000 subscrip-

tions to the Star, Telegram and Globe & Mail have been canceled. All three papers have continued to publish during the printers' stoppage.

An ITU newsletter said that "a critical examination of the complex issues involved in this dispute leads one to the inescapable conclusion that the three Toronto publishers have made a decision to destroy the Typographical Union."

The company will provide transportation to zone managers, assistant zone managers and those distributors reclassified as district managers.

A separate agreement provides first consideration for distributors in the new job classifications of zone manager and assistant. When all the new jobs are filled, the remaining distributors will be reclassified as district managers and their seniority will be integrated with the others. There will be no dismissals of anyone working 80 percent or more of the work week, and no salary reductions.

\$10 In Wages, Pensions Won In Columbus Pact

Columbus, Ohio—The Columbus Guild has negotiated a wage-pension package ranging from \$8.25 to \$10 at the Columbus Citizen-Journal.

The package provides for general increases ranging from \$1.25 to \$2 retroactive to Nov. 1, \$1.25 to \$1.50 next Nov. 1, and \$2.25 to \$3 May 1, 1966. The contract runs for two years.

The wage increase will raise the reporter top minimum to \$150 in the final step.

The pension agreement provides for monthly retirement payments of 7 per cent of salary times years of service. The publisher will pay \$5 a week per employee into the pension fund the first year and \$6 the second, of which \$2.50 represents a "buy-out" of existing benefits.

A revised checkoff clause provides for deduction of assessments as well as monthly dues.

Tate Re-elected

Toronto, Ont.—Murray Tate, a member of the Toronto Guild's executive, has been re-elected treasurer of the Toronto and District Labor Council. He was the only top officer to be re-elected without a contest.

2 Become 'Contractors', Twin Cities Files Charge

St. Paul, Minn.—The Twin Cities Guild last week filed an unfair-labor-practice charge against

the St. Paul Dispatch and Pioneer Press for converting street circulators to independent contractors without bargaining with the Guild.

The unilateral change was put into effect despite a Guild letter protesting the action.

John Carmichael, local executive secretary, cited a National Labor Relations Board decision, upheld recently by the Supreme Court, that an employer must negotiate with his employees' union before contracting out work performed by members of the bargaining unit.

The company claimed that its need for photographs could be met by outside commercial services. But at a Jan. 30 meeting, it agreed to retain Brown as photographer and Scan-o-Graver operator, although it maintained it had the right to supplement his work with material from outside.

The Los Angeles Guild, which had received strike approval from ANG and the Los Angeles County Federation of Labor, had charged that the move was aimed at breaking up the Guild's News-Advertiser Unit through the dismissal of the unit chairman, Walter Brown, the only employee affected. Brown has been with the

company for over 10 years.

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New Buffalo Pact Hikes Minimums By Up To \$12.25

Buffalo, N.Y.—Increases ranging from \$4.75 to \$12.25, extra holiday pay and automation protection are provided in a new two-year contract between the Guild and the Buffalo Courier-Express. Increases of \$10.25 will raise the minimum for principal editors to \$209.65, the top minimum for reporters and photographers to \$174.15, that for circulation district managers to \$147.16, and that for assistant dispatcher to \$189.15.

The contract provides for general increases of \$2.75 to \$5.25 in the first year and \$2 to \$3 in the second. The top minimum for copy editors will go up \$6.25 and \$6, to \$180.15.

In a major reorganization of the circulation department, the job of distributor will be almost wiped out. Minimums for a newly created job of zone manager will be \$168.25 this year and \$173.65 next year. Drivers, formerly on an hourly basis, will be paid \$115.88 per week this year and \$119.38 next year.

The Guild must give three months' notice prior to the installation of any new equipment that might result in a staff reduction, and any such reduction must be accomplished by attrition.

The new contract, retroactive to Jan. 4, also provides an increase in the rate for work on holidays from extra straight time to extra time and a half, as well as a two-week increase in the severance pay ceiling, to 42 weeks, and will permit an employee to choose between an additional day off or an extra day's pay if a holiday falls during his vacation.

The company will provide transportation to zone managers, assistant zone managers and those distributors reclassified as district managers.

A separate agreement provides first consideration for distributors in the new job classifications of zone manager and assistant. When all the new jobs are filled, the remaining distributors will be reclassified as district managers and their seniority will be integrated with the others. There will be no dismissals of anyone working 80 percent or more of the work week, and no salary reductions.

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'Work' Law Out, Gary's Guild Shop In

Indianapolis, Ind.—Indiana's Gov. Roger D. Branigan signed repeal of the state's eight-year-old "right-to-work" law Jan. 28, triggering a Guild shop clause at the Gary Post-Tribune.

Branigan, who said the law had inflicted "rancor and controversy" in the state, signed the bill as soon as it reached his desk after overwhelming passage in the House and Senate.

Its effectuation automatically triggered a nine-out-of-ten Guild-shop clause in the Guild's contract at the Gary Post-Tribune. The clause, negotiated to become effective as soon as the law permitted, requires Guild membership for all who belonged on the contract date, Oct. 23, 1964, and for nine out of ten of those hired afterward.

A similar clause provided for a full Guild shop in the Guild's expired contract at the Terre Haute Tribune and Star, where Guildsmen and craft-union members have been on strike since last October.

Democrats, who captured both houses last November for the first time since 1936, kept a pledge to repeal the "right-to-work" law as their first order of business.

Repeal was voted 74-21 in the House and 38-12 in the Senate, with three Republicans in the Senate and one in the House crossing over to join Democrats voting for it.

Indiana, the only Northern industrial state to embrace "right-to-work," became the fifth state to repeal it. Nineteen states, mostly in the South and West, continue to retain laws barring the union shop, but campaigns for repeal are under way in four—Iowa, Tennessee, Wyoming and Utah.

Other states that have repealed "right-to-work" laws are Delaware, Maine, Hawaii and New Hampshire. In the past six years only one state, Wyoming, has enacted one.

The Indiana repeal became effective immediately under an emergency clause. Otherwise, it would not have taken effect until official promulgation, usually delayed for several months after legislative adjournment.

New Mexico Senate Kills 'Right-To-Work' Move

Santa Fe, N.M.—The New Mexico State Senate Feb. 8 defeated a proposal to put a "right-to-work" measure on the ballot next November.

Defeat of the proposal by an 18-14 vote was believed to pre-empt defeat of a companion measure in the House of Representatives, which two years ago killed a similar measure that had passed the Senate.

Senate rejection of the anti-union-shop measure followed a two-hour debate in which opponents charged that the resolution's backers were seeking "a bludgeon to use over the heads of our working people."

Gary, Montreal Seek To Add 57 Members

Guild locals in Montreal and Gary have filed representation petitions seeking to add a total of 57 employees to their bargaining units.

The Gary Guild has filed a petition asking the National Labor Relations Board to certify it as bargaining representative for the Gary Post-Tribune's 39-member advertising department.

The Montreal Guild has filed a petition with the Quebec Labour Relations Board seeking to represent 18 maintenance employees of the Montreal Standard Publishing Co., a subsidiary of the Montreal Star. All 18 have signed Guild application cards.

The Gary Guild, which holds signed membership application cards from a majority of the advertising group, now represents 53 employees in the Post-Tribune's editorial and maintenance departments.

International Representative John Edgington has been assigned to assist in the organizing drive. Montreal Standard operates the rotogravure plant that publishes Weekend, an insert of the Saturday Star, and its French equivalent, Perspectives. The plant, which also does outside printing, currently is working three shifts a day.

The unit sought by the Guild includes electricians, machinists, carpenters, plumbers, scantron technicians and helpers. The Guild already represents delivery and maintenance employees in the Star's main plant.

Bakersfield Petitions For 40 At Californian

Bakersfield, Calif.—The Bakersfield Guild last week filed a National Labor Relations Board petition to represent 40 advertising and commercial employees of the Bakersfield Californian.

The Guild, which already represents editorial and circulation employees, submitted the petition after the company declined a request for recognition and submitted its own petition for an election that would include mailers.

The Guild, which conducted a joint organizing drive with the ITU Mailers, disclaimed any desire to represent mail-room employees. The Mailers have filed a petition of their own.

The NLRB has scheduled an informal hearing for Feb. 12.

Vancouver Petition Rejected By Board

Vancouver, B. C.—The British Columbia Labour Relations Board has rejected a petition by the Vancouver-New Westminster Guild to represent 120 employees of the newly established Vancouver Times. It held that the group

sought by the Guild is not an appropriate bargaining unit.

The Guild, presenting membership cards signed by 90 out of a total of 120 employees, had sought to represent employees in the Times' editorial, advertising, business and circulation departments, with the exception of advertising salesmen, driver-distributors and company stock salesmen.

The Guild is preparing to file a new petition.

Montreal Guild Appeal Turned Down By Court

Montreal, Que.—The Quebec Court of Appeal has upheld a provincial Labor Relations Board decision excluding Montreal Gazette district managers from Guild certification.

The board ruled the district managers were management personnel following a 1962 hearing on a Montreal Guild petition for recognition in the Gazette circulation department. Guild objections to the board's decision were previously rejected by the Quebec Superior Court.

Although the Guild's appeal was rejected by the five-man Court of Appeal, the presiding judge dissented in favor of the Guild.

Representation Election Ordered In Baltimore

Baltimore, Md.—The National Labor Relations Board has ordered an election to determine whether the Guild shall continue to represent employees of the Baltimore Sunpapers. No date has been set.

The board acted on a management petition filed after a hearing Jan. 25, when an earlier petition was withdrawn as untimely. It had been filed more than 90 days prior to the expiration of the contract, the statutory period for such petitions.

Under the board's order, Sunpapers employees in the editorial, news, library and commercial departments will vote on whether to be represented by the Washington Guild, the Sunpapers Employees Association or neither. The Baltimore Guild merged with the Washington Guild last year.

Guild Loses At Napa By 1-Vote Margin

Napa, Calif.—A single vote cost the San Francisco-Oakland Guild a representation election at the Napa Register Jan. 29.

The Guild lost out, 10 to 9, in a National Labor Relations Board election initiated by management. The Guild had represented Register editorial and advertising employees since 1957, winning the highest key minimum—\$156—for any Guild paper of under 25,000 circulation.

Local Elections

Albany
President, Howard B. Lewis; first vice president, Chester Vandorbi; second vice president, Edward Penson; third vice president, Benjamin Dunbar; secretary, Thomas Shahan; treasurer, Frank Jacobson; executive secretary, Joseph Higgins; secretary, Shirley Armstrong; assistant secretary, James Haver; treasurer, E. Paul Lyman.

Gary
President, George Lindberg; first vice president, Gerald Gengler; second vice president, David Samuels; secretary, Guy Magalhães; treasurer, George Crawford.

Harrisburg
President, Berne Stamer; first vice president, John C. Nelson; second vice president, Earl Wehrich; secretary, Robert G. Evans; treasurer, Lowell W. Edder.

Kenosha
President, Bradley Wehbach; first vice president, Dan Jensen; secretary, Berne Beck; treasurer, James E. Hayes.

Memphis
President, James H. White; first vice president, Clifford Hoffman; second vice president, Lyndal Sims; third vice president, George H. Altman, Jr.; recording secretary, Mrs. J. M. Richardson; secretary-treasurer, James R. Brown, Jr.

Portland, Me.
President, Paul F. Poir; vice president, Robert Niles; secretary, J. Frances Hagood; treasurer, Bruce Bidger.

Portland, Ore.
President, Warren Best; vice president, Thomas Beaman; secretary - treasurer, Frank D'Arcy.

Salmon
President, Nelson H. Kennard; vice president, Robert Bums; secretary, Judith Barrett; treasurer, Foster T. Chandler.

San Antonio
President, John Rogers; vice president, Paul Gutierrez; secretary, John E. Sweet; treasurer, Fred Walker.



AT MEXICO CONGRESS: ANG Secretary-Treasurer

Charles A. Perlik, Jr., standing left, joins other members of AFL-CIO delegation at Inter-American Regional Organization of Workers congress in Mexico City. Seated, from left, are Howard Coughlin, president of Office Employees International Union; AFL-CIO Associate Inter-American Representative Tom E. Robles; AFL-CIO Vice President

O. A. Knight, president of Oil, Chemical and Atomic Workers, and AFL-CIO Inter-American Representative Andrew McLellan. Standing are AFL-CIO Vice President Herman D. Kenia, right, president of American Federation of Musicians, and Milton Weintraub, secretary of Association of Theatrical Agents and Managers. Perlik was elected assistant secretary of the Congress, serving on the board of directors and bylaws committee.

Mediation By Mayor Quickens Terre Haute Bargaining Pace

Terre Haute, Ind.—Active bargaining with one of four unions on strike for 121 days against the Terre Haute Tribune and Star resumed this week following intervention by Mayor Ralph Tucker.

The mayor met Feb. 6 with three craft unions—but not with the Guild—and moved into a mediator's role in the dispute.

The Stereotypers Union resumed negotiations with management Feb. 8 and was considering a new settlement proposal from the company late this week.

The Stereotypers' local president said, after the company rejected a proposal for a fourth week's vacation, that he would recommend rejection.

A new and slightly improved company wage proposal was transmitted by Tucker to the ITU printers and mailers, whose negotiating committee promptly rejected it as inadequate.

An earlier nonretroactive offer of \$4 in the first year of a three-year contract and \$3.25 in each of the two succeeding years represented a retrogression from the company's prestrike offer.

The new proposal restored retroactivity, but on a lower initial increase.

Tucker continued to meet with representatives of the stereotypers, printers and mailers to seek ways of ending the shutdown. The three craft unions and the Terre Haute Guild have been on strike for new contracts since Oct. 22.

In addition to \$3,335 previously reported, the Guild has received the following strike donations:

Stockton Guild	\$5
Wilkes-Barre Guild	\$5
Seattle-Tacoma Guild	\$50
Hawell Guild	\$50
John K. Sloan	\$10
Kenneth E. Blazer	\$10
William Glone	\$5
Ed Allen	\$5
William Davy	\$5
TOTAL	\$155

Bargaining Pace Slow In Youngstown Strike

Youngstown, Ohio—Negotiations continued at a snail's pace this week in the Guild's 178-day strike against the Youngstown Vindicator.

Bargaining on an initial contract for circulation employees, interrupted last week because of illness on both sides, resumed Feb. 8. But no progress has been reported since agreement on two minor issues was reached four weeks ago.

While seeking to improve union-security and job-security clauses, the Guild has offered to accept other nonwage provisions identical with those in its existing contract for editorial and classified-advertising employees.

After three days of meetings this week, the company still was refusing to extend equal benefits to the circulation employees. A fourth meeting was scheduled for today.

Trial examiners' findings against

the Guild on two unfair-labor-practice charges filed by the Vindicator and the Arc Engraving Co. have been sent to Washington for determination by the full National Labor Relations Board.

The Guild is submitting exceptions to both rulings.

One examiner, George A. Downing, said the Guild had engaged in a number of unfair activities, ranging from mass picketing and blocking access to the Vindicator plant to playing transistor radios too loudly, disturbing the sleep of supervisors who have been living in the building since the strike began.

The Guild held that evidence of harassment on the Guild's part was insufficient, that much of the activity cited involved persons other than Guild members, and that the noise was intended to annoy, not coerce or intimidate, the supervisors.

There has been no tension on the picket line since September, when Vindicator management retracted a pledge to police to limit sales to five newspapers per person.

In the Arc case, Examiner Stanley N. Ohlbaum said that the Guild had failed to make clear on its picket signs that its strike was against the Vindicator, not Arc, whose shop is in the Vindicator plant.

He said Guild picketing had resulted in the company's ceasing to do business with the Vindicator, for which it makes engravings.

Arc employees have been working regularly since September, when the Guild clearly spelled out on its signs that the Vindicator was the strike target.

The Guild contended that Arc, as an integral part of the Vindicator's operation, could not properly be considered a secondary employer and that in performing work for the struck newspaper, it became an ally of the Vindicator.

Further, the Guild noted, Arc's union photengravers were at all times free to decide individually whether or not to cross the picket line.

After three days of meetings this week, the company still was refusing to extend equal benefits to the circulation employees. A fourth meeting was scheduled for today.

Trial examiners' findings against

CBC Staffers Stop Work For 2 Hours

Toronto, Ont.—Twenty Canadian Wire Service Guild members in the Toronto newsroom of the Canadian Broadcasting Corp. spontaneously stopped work for two hours Jan. 29 to protest the reversal of a management agreement not to turn over news film for use by another department.

As the stoppage began, management reconsidered its decision and ordered that footage shot by the news department be withheld from producers of a show for CBC's public-affairs department. The practice had been a matter of long dispute.

The stoppage, which began at 11:30 a.m., ended at 2:30 p.m. after a one-hour lunch period and discussion with management personnel.

The agreement came after a discussion with CBC officials, including Ronald Robbins, manager of television news, and Des Hogan, an industrial-relations officer.

As a result of the stoppage, the company also agreed to a meeting to discuss other problems arising from the relationships of the two departments.

'Just Publish The Facts' In War On Poverty, Labor Press Told

The labor press can serve in the war on poverty "simply by publishing the facts," Sargent Shriver, Director of the Office of Economic Opportunity, told an International Labor Press Association luncheon in Washington Jan. 29.

Shriver, pointing out that the federal government has for the first time in its history made a commitment to eliminate poverty, said it needs the help of "every man and woman in the labor movement" to be effective.

He urged the designation of one or more labor representatives on economic-opportunity boards in each community.

Shriver, a brother-in-law of President Kennedy, was presented with a memorial scrapbook of labor-press tributes to the late president for deposit in the Kennedy Memorial Library, under construction in Boston.

The scrapbook, presented by Leon Stein, ILPA president, contains articles from the labor press—including the Guild Reporter—on President Kennedy's assassination in November 1963.

A duplicate scrapbook was presented to AFL-CIO President George Meany two days earlier at a founding session of the Atlantic Labor Press Conference, a regional ILPA affiliate, in New York City.

Meany, New Jersey Gov. Richard J. Hughes and New York Sen. Jacob K. Javits appeared before the conference in a discussion on labor and political action.

David J. Eisen, associate editor, represented the Guild Reporter and was elected a vice president of the new organization. J. C. Rich, editor of the Hat Worker, was elected president, and Burton A. Beck, editor of the Amalgamated Clothing Workers' Advance, was named executive vice president.

George Lucas; Led Paterson

Paterson, N. J.—George N. Lucas, 39, chairman of the North Jersey Guild's former Paterson Morning Call Unit, died Feb. 2 after an illness of several months.

Lucas, assistant city editor of the Call, was a former member of the local's executive board. He was chairman of the Call Unit from

February 1963 until the unit was dissolved with the Call's sale to the Hackensack Record last March.

Lucas, who served as a sports columnist and assistant editor during his 23 years at the Call, was a past president of the Pica Club, a North Jersey newsmen's group.

Four Nominated For Guild Award

Four Guild locals—Los Angeles, Tulsa, Youngstown and Toronto—have nominated candidates for the 1965 Guild Service Award. The winner will be named next week.

Youngstown nominated Fred T. Kearney, its president, who has led the local's 178-day strike against the Youngstown Vindicator. Los Angeles and Tulsa Cities nominated their secretaries, Lynn Igoo and Peter Vanderpool. Toronto advanced Joseph Serge, chairman and organizer of its newest unit in Oshawa.

The winner will be picked by a panel of judges consisting of International Vice Presidents Jack Dobson and Noel Wical and Research and Information Director Ellis T. Baker.

Atlantic City is the 22nd New Jersey municipality to enact such an ordinance, the largest total of any state. Ohio is second with 12.

Cuban Exiles Shed Batista; Penalty Ends

Panama City, Panama—Exiled Cuban newspapermen have been readmitted to the Inter-American Federation of Working Newspapermen's Organizations (IAFW-NO) following resolution of a dispute with the hemispheric organization over the membership of former Cuban dictator Fulgencio Batista.

IAFWNO Cochairmen Charles A. Perlik, Jr., secretary-treasurer of ANG, and Luis Carnera Checa, of the Federation of Peruvian Newspapermen, announced, this week that acceptance of Batista's resignation by the National Council of Cuban Newspapermen ended the council's 90-day suspension.

The suspension was imposed in November by the third congress of the Inter-American Federation, which represents 28 national organizations of newspaper workers from 24 Western Hemisphere countries. Expulsion was to have been automatic Feb. 11 unless Batista ceased to be a member by that date.

The Inter-American Federation, which has taken strong positions against Fidel Castro's suppression of freedom of the press and persecution of newspapermen, had maintained that Batista's membership in the exile council was offensive to the hemisphere's free and democratic newspapermen.

Batista, now living on the Portuguese island of Funchal, called his resignation to the council Nov. 30.

The council's governing board accepted the resignation Jan. 4; the council's membership ratified the acceptance Jan. 10 and voted to continue affiliation with IAFWNO.

Several members of the governing board, including Armando Garcia Sifredo, vice dean, resigned in protest over the acceptance of Batista's resignation and the council's continued affiliation with IAFWNO.

Perlik and Carnera Checa hailed the action in a message to the Cuban newspapermen's council, declaring that the exile group "can again make a genuine contribution to deliberations among the free and democratic trade unions of newspaper workers of the hemisphere."

Guiana Unions Grateful For Meakins Aid

The British Guiana Trades Union Council has sent a message of thanks to ANG Secretary-Treasurer Charles A. Perlik, Jr., for the assistance rendered it by Wire Service Guildsman Gene Meakins.

Meakins served for more than a year as public-relations advisor to the council during a period of bitter conflict with the government of former Premier Cheddi Jagan. He went to Guiana in 1963 on the Guild's recommendation as a special representative of the Inter-American Federation of Working Newspapermen's Organizations, of which Perlik is co-chairman.

The council, in a letter from its general secretary, J. H. Pollydore, said Meakins "contributed immensely towards the promotion of a good deal of articulation among the mass of trade unionists through the splendid radio programs he formulated."



MEMORIAL SCRAPBOOK: A collection of labor-press clippings and tributes on President Kennedy's assassination is turned over to Sargent Shriver, the late president's brother-in-law, by Leon Stein, president of the International Labor Press Association, at ILPA luncheon.

Papers Urged To Open Top Posts To Negroes

Undersecretary of Labor John F. Henning expressed hope Jan. 27 that private industry, including newspapers, will follow the government's lead in placing more Negroes in managerial and executive positions.

At present, he pointed out at a U.S. Civil Rights Commission conference, newspapers, like other private businesses, are "staffed and directed overwhelmingly by whites." His remarks came in reply to a question from an Urban League spokesman.

Robert Christofferson, associate director of research and information, represented ANG at the government conference and at an AFL-CIO civil-rights conference held in conjunction with it.

At the latter, Donald Slaiman, director of the AFL-CIO Civil Rights Department, urged a campaign of "massive compliance" with the new Civil Rights Act in every community.

Through human-rights committees in its locals, ANG is seeking wider employment of Negroes in the newspaper industry.

Christofferson To Speak At J-School Conference

Savannah, Ga.—Robert Christofferson, ANG's associate director of research and information, will deliver the keynote address at the 14th annual Southern Regional Press Institute at Savannah State College Feb. 18 and 19.

Christofferson will discuss newspaper careers at the Negro journalism-school convocation. A thousand copies of ANG's new pamphlet, "Careers for Negroes on Newspapers," will be distributed at the gathering.

Among Ourselves

Former Wire Service Guildsman Joseph G. Colangelo, Jr., has been made public-relations director at Pittsburgh University, where he had been in charge of the university news bureau.

Colangelo, son of ex-ANG International Representative Joseph G. Colangelo, Sr., is a former International News Service staffer. He will be succeeded as associate director of public relations for information services by former Pittsburgh Guildswoman Helen Knox.

Former ANG International Vice President William M. Ware has been promoted from Sunday and feature editor to night managing editor of the Cleveland Plain Dealer. . . . And John R. Finnegan, former president of the Twin Cities Guild and chairman of



Colangelo, son of ex-ANG International Representative Joseph G. Colangelo, Sr., is a former International News Service staffer. He will be succeeded as associate director of public relations for information services by former Pittsburgh Guildswoman Helen Knox.

New York Guildsman Clarence Dean last week left his job as a New York Times reporter to become an associate director of the American Press Institute of Columbia University. The institute conducts an annual series of seminars for newspaper executives.



EARLY TO RISE: After a month of reporting at 4:30 a.m. for his job on the Hollywood Citizen-News, Los Angeles Guild member John P. Kneubuhl registered his dissatisfaction by turning up in this singularly appropriate costume. Kneubuhl's novel grievance procedure—he called it "creative uniform"—won him reassignment to more civilized working hours.

Newspapers Chalk Up Record '64 Revenue

(Continued from Page 1)
ward revision to 6 percent in April.

Lipscomb, characterizing the year as "a turning point" in the competitive struggle with television, said 1965 looks "very favorable."

A linage gain of 4.1 percent in 52 key cities was reported by Media Records. It included increases of 6.1 percent in automotive advertising and 4 percent in department-store linage. Display advertising was up 3.8 percent, and classified, 3 percent.

The estimate of a record 8,070,000 tons in newspaper consumption for the year came from an ANPA spokesman as it was disclosed that the increase in world newspaper demand exceeded the increase in production capacity of newspaper plants by more than

400,000 tons during the year. Forecasts for 1965, according to the New York Times, are for an additional 165,000 increase in the margin between demand and capacity.

Consumption records are being set by newspapers "almost as a matter of course," the Times reported. The Times' own Sunday issue of Sept. 13, which it said was probably the largest paper ever printed, ran 754 pages and used 4,814 tons of newspaper.

Citing other recent mammoth editions printed by the New York Daily News, the Houston Chronicle, the San Jose Mercury, the Orlando Sentinel, the Portland Oregonian and the St. Louis Globe-Democrat, the Times declared:

"Behind these advances is a story of steady increases in the circulation of newspapers, and in their advertising linage and prestige."

Average daily circulation rose over the 60-million mark despite the closing of the New York Mirror and several other papers, the Audit Bureau of Circulation reported. The 60,145,582 figure represented a gain of more than 400,000 over the comparable figure of 59,739,994 for 1963.

Combined daily and Sunday circulation rose .58 percent to 113,576,290 in the six months ending Sept. 30, with gains recorded in all categories except morning dailies. The latter group, hard hit by closing of the New York Mirror and the Times' West Coast edition, declined .32 percent.

Circulation of Canadian morning papers was up 2.4 percent to 975,867, while evening papers were up almost 1 percent to 3,285,706. There was an 8-percent decline in Canadian Sunday circulation, partly due to a change of publication to Saturday by one Montreal paper.

Examiner Upholds ITU In N.Y.; Guild Bargaining Under Way

(Continued from Page 1)
Guild units last month approved contract proposals drawn up at a city-wide bargaining conference in December. They include a 10-percent wage increase, strengthened jurisdictional clauses and a bar against dismissals for any economic reason.

The Guild has dropped its traditional "no-contract, no-work" position for the forthcoming negotiations. Contracts at all six dailies expire March 30, simultaneously with those of the printers and other craft unions.

Powers, in announcing suspension of bargaining Feb. 10, said he will travel to ITU headquarters in Colorado Springs to discuss the impasse with the union's executive council. He said the council will probably ask ITU President Elmer Brown to take a hand in the bargaining.

Powers said that with the two sides as far apart as they are, "we are not going to get a contract."

The publishers have offered a 2.50 wage increase in each year of a three-year contract, totaling \$4.50 less than the printers had asked in a one-year agreement.

The publishers offered a guarantee that no regular employee would lose his job as a result of automation, proposing a reduction by attrition on a shop-by-shop basis.

But Powers termed the publishers' automation position "hopeless" because of their insistence on full freedom to use outside tape and introduce new processes and equipment. The union is asking controls on the rate at which type-setting computers can be introduced.

The union also wants a city-wide attrition formula and seniority system, under which any printer who lost his job when a newspaper went out of business would be able to bump an employee with less seniority on another paper.

"The companies want the right to negotiate as a group but offer attrition only on an individual-employer basis," Powers said. "We are willing to write individual attrition agreements with individual employer contracts."

The printers have authorized Powers to take a strike vote at any time he considers appropriate. The international must also authorize such a vote.

The Stereotypers Union, which recently lost 22 jobs at the Times with the installation of a new plate-casting machine, is seeking a four-day week, with day-shift employees working 26 hours and night-shift employees, 24. It is also asking three months' notice of both new equipment and sale or merger, with severance pay for employees who lose their jobs in either eventuality.

Bargaining is also under way with the Pressmen, Newspaper Deliverers, ITU Mailers, Photoengravers and Electrical Workers.

Two Guild Leaders Write A Manual: 'How To Integrate Segregationists'

(Continued from Page 1)
CORE pickets had been tipped off to meetings by several segregationist members to get attention from newspapers. So, on Kilpatrick's recommendation, Mitchell dropped the bona-fide segregationists from membership.

Mitchell gave Kilpatrick a confidential list of the councils' major contributors in Maryland and Virginia, with this note:

"Norman, this list would be valuable to the liberals and would seriously embarrass me if it gets in the wrong hands. Please take care."

Mitchell told the group not to worry about enemy infiltration. "I can spot a phony," he declared confidently—unaware that 18 of his 20 listeners were active workers or sympathizers of civil-rights groups when they weren't attending White Citizens Council meetings.

By this time, the membership included lawyers, a priest, a college professor, a museum curator, an anthropologist, a couple of

government employees and several housewives—in addition to the Negro, who received his membership card by mail and did not attend meetings. The only two bona-fide segregationists, besides Mitchell, were a government worker and a District of Columbia policeman.

So pleased was Mitchell with the vigorous growth of the Prince Georges Council that he took Kilpatrick, as his prize exhibit, to the national convention of the White Citizens Jan. 16-18 in Montgomery, Ala., where Kilpatrick was greeted with open arms as a Northern convert.

When he wasn't posing for pictures with Gov. George Wallace and other segregation leaders, Kilpatrick kept busy taking notes. He asked everyone he met "who were the real segregationist powers" in their home towns. He compiled a long list, briefing the FBI on his return home.

In a short speech near the end of the convention, Kilpatrick suggested that the councils adopt

"We Shall Overcome" as their theme song.

By late January, Kilpatrick, Kelly and company were ready to end the game. The infiltrators voted to incorporate and then to affiliate with CORE. Mrs. Crawford's husband drew up the incorporation papers, and the maskers were ready to unmask.

They had planned at one time to explode the farce in a final burst of drama, with Mitchell as their audience.

Under this scenario, one member would have risen and said, "I know one of our members is a spy. Whoever he is, he had better stand up now."

Slowly, then, one by one, they would have stood up, until only Mitchell remained seated. Instead, they decided simply to let Mitchell read about it in the paper. On Jan. 26, over a joint Kelly-Crawford-by-line, the News broke the story.

"I guess it's kind of funny," Mitchell told interviewers. But he wasn't laughing.

AP Guildsmen Ratify Pact, 447-414

(Continued from Page 1)
"If so many employees of the AP, with all their traditional respect for AP management, can get fighting mad about a fairly good settlement," he said, "the UPI management should be warned that this is the year in which its usual second-rate treatment of its employees has got to end once and for all."

"This should serve notice on AP management, furthermore, that the next negotiations in 1966 must place its Guild contract in the position of industry leadership where it belongs, with all journeyman employees on an equal footing where minimums are concerned."

Crocker, in an earlier letter to members, said the local's goal in UPI bargaining will be to eliminate long-standing disparities with AP.

"Until we do," he declared, "UPI will be running a cut-rate service at the expense of its employees, and AP management will have an excuse, which it freely uses, to resist the logic we present for higher minimum pay."

"Whatever effort and sacrifice UPI Guildsmen are willing to make to improve their contract," Crocker said, "AP Guildsmen should be willing to support at whatever cost."

Guild Files NLRB Charge In AP Steward's Transfer

New York City — The Wire Service Guild has charged the Associated Press with committing an unfair labor practice by transferring a Guild steward to another

department because of her union activity.

The charge, filed Jan. 29 with the National Labor Relations Board, declares that Lucille Zdaniecki was transferred from the AP maintenance shop in New York to the wirephoto department in order to stop her from acting as maintenance shop steward.

A grievance charging the AP with violating the Guild's contract by transferring Miss Zdaniecki without her consent is being arbitrated.

Computer Firings Banned

(Continued from Page 1)

"All Guild-covered employees shall not operate this machine, nor assist in the operation of this machine, until and unless advised further by the Guild local. Any attempt to operate this machine should be immediately brought to the attention of your unit officers."

Management quickly arranged for a meeting two days later. The Guild said it would withdraw its instructions only if management

provided a firm assurance that no employees would lose their jobs.

Management asked time to think it over. The next day it agreed.

Meanwhile, the New York Post has announced it will introduce an IBM 1620 computer for type-setting operations in June. Problems created by its installation are scheduled for discussion with the Typographical Union.

Local Copy

A PAGE FOR OFFICERS AND STEWARDS

Enquirer, Dow Jones List Record Profits

Dow Jones & Co., publisher of the Wall Street Journal and the National Observer, racked up record profits of \$7,810,513 in 1964, it announced last week.

The company, which has registered record sales each year for more than a decade, earned \$872,629 more than it did in 1963. It was the second consecutive year in which profits passed their previous peak.

The company's earnings were equivalent to \$1.67 a share on 4,688,100 shares of common stock. Sales totaled \$65,212,320 for a profit ratio of almost 12 percent.

Record profits totaling \$1,529,810 have also been reported by the Cincinnati Enquirer, exceeding 1963 earnings by almost \$100,000.

The Enquirer, which last fall fired more than 28 employees in an "economy" measure, declared dividends of \$1,092,468 and announced the retirement of a \$2,045,000 long-term debt three years ahead of schedule.

The Enquirer, currently the object of a federal antitrust suit seeking to force the E. W. Scripps Co. to surrender control, paid dividends more than \$90,000 in excess of 1963's.

The Enquirer's earnings increased by \$99,486 from the previous year.

Arbitrations

Reclassification Dispute Held A Bargaining Issue

Boston, Mass. — An arbitrator has refused to upgrade a Boston Herald-Traveler copy editor to editorial make-up man on the ground that the dispute is one for collective bargaining, not arbitration.

The Guild had claimed that a copy editor in the sports department should be classified as a make-up man because more than 50 percent of his time was devoted to composing-room work.

But the arbitrator, John A. Hogan, said that, in the absence of any change in the employee's duties

since negotiation of the last contract, he had no power to change the classification.

Pointing out that the job has been classified as a copy editor's over 20 years of bargaining, Hogan said the only question was whether the job properly included composing-room duties.

"Over many years and under the current contract the parties have decided that it does," he said. "Under these facts, the union's remedy lies in collective bargaining rather than in arbitration."

Broun Reprints Available

Guild locals have been notified that reprints of "The Newspaperman Who Founded A Union," the Guild Reporter's four-page supplement on Heywood Broun, are available for distribution in bulk.

Research and Information Director Ellis T. Baker, in a letter to local presidents, pointed out that the text is essentially timeless and will be "just as fresh to a new reader three or five or ten years from now as it is today."

"The price," Baker said, "is sufficiently low for even the smallest local to distribute it to new members and employees on a continuing

basis and to circulate it to journalism schools, libraries, etc., as well."

The price is 100 for \$5, 500 for \$20 and 1,000 for \$30. Order forms have been sent to each local.

Day Book

ANG Leadership Training Institute on Automation and Fair Employment, Northwest books, Feb. 19 and 21, Vancouver.

California-Nevada District Council, ANG Leadership Training Institute on Automation and Fair Employment, Feb. 17 and 18, San Francisco.

Because Of The Guild . . .

"If I were a working newspaperman, I would belong to the Guild and be active in it. And if I published a newspaper, I would want my employees to belong. The record is clear that the advantages of collective bargaining are mutual and vital to publisher, employee and the community."

—Walter Dill Scott, Jr., former publisher of the Colorado Springs Gazette, 1934-1935, and "Globe Book."

Newsman's Flight To PR Work Triples Incomes, Survey Reveals

Pay Lure: \$200

New York City—Who says crime doesn't pay?

The National Enquirer, a weekly tabloid whose unabashed emphasis on murder and scandal is the delight of its readers, and the despair of its critics, has been wooing veteran reporters and rewriters from other papers by salaries "starting at \$200 a week," according to Newsweek magazine.

The \$16,400 salary average is probably conservative, Costa said, since 20 of 68 public-relations men who replied said they were earning "over \$20,000" without specifying how much. A median figure of \$22,500 was arbitrarily assigned them for averaging purposes.

Of the remainder, six were earning from \$18,000 to \$20,000; 14, from \$15,000 to \$18,000; 24, from \$10,000 to \$15,000, and four, from \$7,500 to \$10,000.

"Few former newspapermen were earning in five figures when they switched to PR," Costa said. "Of the handful who did," he added, the highest earner was a radio announcer netting \$12,000.

"Dramatic salary increases were common," he reported, citing the following in the "over-\$20,000" category:

► "A 40-year-old industrial public-relations executive who left newspaper work and a \$3,600 salary 10 years ago.

► "The 41-year-old president of one of the world's leading PR counseling firms who was earning \$4,500 as a copy editor 15 years ago.

► "A 39-year-old short-term newsman, who, even without a college degree, has never earned less than \$10,000 in 14 years in PR."

"Until media start paying salaries comparable with business," commented one of the former newsmen, "there will be a continual drain of good people from the media to PR."

You can taste why it's The Sure One
...why no Scotch, Bourbon, Canadian, Rye, Irish, or any other kind of whiskey—no brand at any price—has even one third the popularity of 7 Crown in America. So, Say Seagram's and be Sure.

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SEAGRAM DISTILLERS COMPANY, N.Y.C. BLENDED WHISKY, 86 PROOF, 60% GRAIN NEUTRAL SPIRITS.

Editorial

A Matter Of Equity

The score stands 2-1 in NLRB trial examiners' decisions in favor of the right of newspaper unions to withdraw from multi-employer bargaining, which is a lot closer ball game than any publisher had a right to expect.

The forces of equity and logic took the lead when an examiner held that New York printers did not lock themselves into a perpetual embrace when they agreed many years ago to bargain jointly with all of the city's major publishers.

Earlier, two different examiners, in virtually identical cases involving Detroit publishers and two locals of the Pressmen's Union, came up with decisions that clashed head-on—one holding that the pressmen were wedded to joint bargaining for better or for worse and the other that divorce should be permitted when love has gone.

The full NLRB will have the final inning, but it is hard to see how it can escape the inescapable: that any concept of industrial justice requires equal treatment for unions and employers.

The board has ruled, in a number of cases, that employers are free to take their leave of joint bargaining when it no longer suits their purposes, and that such a divorce does not require mutual consent.

New York City publishers have advanced the novel contention that a double standard should prevail in this field and that employers should, in effect, be given the key to the joint bargaining unit once the two sides have locked themselves in.

When a union leaves such a unit, they contended in arguments before the trial examiner, it deepens the likelihood of industrial conflict; when an employer leaves, they suggested, it serves the cause of peace.

Besides, they argued, the printers' only goal in seeking a dissolution of the unit is to prevent the publishers from instituting a city-wide lockout the next time one of the craft unions strikes or honors a Guild picket line at a single paper—a possibility that raises the fearsome prospect that readers might still find a paper to read during the next New York newspaper strike.

These arguments failed to impress the examiner, who cited a previous board opinion that the National Labor Relations Act does not "contain a charter for the National Labor Relations Board to act at large in equalizing disparities of bargaining power between employer and union."

"There is no reason to hold," he declared, "that the board will impose greater restrictive action on the labor organization than upon the employers' group."

No reason, indeed.

PR Paradise

The newspaper industry has many awards. There is, for example, the Stokes Award for outstanding writing in the field of conservation, the Tobenkin Award for exceptional articles on the battle against racial and religious hatred, and, of course, the Brown Award for crusading work in the public interest.

Now comes the U.S. Social Security Administration with an award presented to the Gloversville (N.Y.) Leader-Herald "for following the true tradition of American journalism by publishing our program releases with a minimum of editing and without any attempt at interpretation."

The award itself deserves no less.

The Guild Reporter

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'They Want To Put Us In Business!'



DATELINE: WASHINGTON

Strained Relations Hamper Both President, Press

By WILLARD SHELTON, Washington Guild



Diplomatic relations between President Johnson and the White House press were at a low cordiality-rating point, if that's the way to put it, when Mr. Johnson scheduled a news conference on 40 minutes' notice and discommoded the writing reporters by placing it in the East Wing Theater, where there isn't much room for writers in the clutter of television equipment.

The President was galloped, quite obviously, by a rash of nonflattering speculations on why he hadn't sent Vice President Hubert H. Humphrey to London for Winston Churchill's funeral. In tones dripping with acid he acknowledged he might have "made a mistake" and indicated that having been instructed he would try to act on future such occasions in the best interests of the country.

It isn't overwhelmingly important—let the fact be acknowledged—whether the White House regularly view Mr. Johnson with affection. The President has his personal idiosyncracies and style and is not likely to change them after 33 years in public life. There are nevertheless some observations that may state usefully the issue between President and press.

Despite the clichés about it, the institution of the press conference, held with some regularity, has values to the public and the President as well as to the reporters, whose own special interest is the big story and the big headlines.

Mr. Johnson, whose personal availability to reporters for private discussions has already become legendary, has nevertheless been unable to decide on a format for the set-piece press conference.

He has held quickies on Saturdays for the reporters who happened to be in the White House at the time, perambulating quickies for the stout souls able to keep up with him on cavalcades around the perimeter of the South Lawn, quickies in his office and spur-of-the-moment hospitality-type quickies at the LBJ Ranch.

But he is the first President since Herbert Hoover under whom the set-piece, regularly scheduled press conference has seemed a serious difficulty.

A little sympathy is due the President on this issue; the White House press corps has grown to

more than 1,600 accredited reporters.

A little band of maybe 40 to 60 used to attend Franklin D. Roosevelt's twice-weekly press conferences in the oval office, and the ground rules prohibited direct quotation. It is different now.

Harry S. Truman had to take his swollen press conferences to the Indian Treaty Room in the old State Department building; the newswire and TV cameras came in with Gen. Eisenhower; Mr. Kennedy moved the whole shebang to an auditorium across town with room for hundreds. You can't put anything off the record when the cameras are present along with the hundreds.

The daily briefings by the White House press secretary, George Reedy, might serve as a partial fill-in for the infrequency of presidential appearances, but they don't, entirely.

Reedy is a professional news technician who served for many years on Capitol Hill as an interpreter of the mind and objectives of Mr. Johnson. He still serves admirably in this capacity in chatting with small groups. His handling of facilities at Bethesda Naval Hospital when the President was ill was thorough and excellent; the physicians were made available. Mr. Johnson himself held a bedside conference, and the story went out.

There is nevertheless the strong

impression that on day-to-day matters the press secretary is not adequately informed on issues and events by the President, and somehow isn't able to become adequately informed despite his long association with the Chief Executive.

By temperament and long practice, Mr. Johnson likes to manage things—including the way in which news is released, the timing, the interpretations put on events. He has an intense dislike of leaks, except those he gives out himself.

He sometimes has an expansive manner of discussing issues informally that leads reporters to think he is telling them something. So they write it, and it turns out that what they write is not exactly or altogether what he meant. The relationship, in short, is not easy and comfortable.

It never is, really, but it is less so today. The President has many ways of communicating with the public; the press conference is not obligatory.

But a format for regular news conferences that Mr. Johnson found acceptable would deflate the present feeling of reporters that they really can't find out what's going on, that they lack information ordinarily available, and that it's hard to get answers to entirely legitimate questions involving a genuine public interest.

It Seems To Us

GR's Brown Supplement
Termed 'Masterpiece'

MINNEAPOLIS, MINN.

Editor:

I would like to offer my congratulations for what I thought was an outstanding job of writing in the GR's Heywood Brown supplement Dec. 25, one which Brown himself would have been proud to have authored.

The art which accompanied the yarn and the layout itself both were excellent.

Congratulations once again for a masterpiece.

W. H. ANDERSON
Twin Cities Guild

... And Other Comment

An excellent article...
WILLIAM M. DAVY
Former Executive Secretary
Cleveland Guild

... A most effective and memorable presentation.
LES FINNEGAN
Executive Assistant
to the President, IUE

Congratulations... I thought it was great.
GEORGE LAMBERT
Administrative Secretary
Seattle-Tacoma Guild

A fine job.
JACK WEIR
Executive Secretary
Cleveland Guild