



Guild Strike Closes Sunpapers; Hearst Paper Declares Lockout



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Pay Increases Add 6 Cents To Per Capita

Per-capita payments to ANG by Guild locals will be increased by six cents, to \$2.36, May 1, unless revised by the International Executive Board, under a new formula adopted by the 1964 Convention.

The six-cent increase will be the first per-capita rise since 1962. Under the ANG Constitution, 40 percent of the increase will go into the International Defense Fund.

Basing the per-capita payment, like local dues, on members' wages, the new formula replaced the previous system of fixed per-capita payments by one tied to a percentage of the average reporter top minimum in Guild newspaper contracts.

The new reporter-top-minimum average, computed from 140 contracts in effect April 1 covering newspapers published five days a week or more, was \$145.45—\$3.62 above the average a year ago. ANG Secretary-Treasurer Charles A. Perlik, Jr., announced this week.

The average was multiplied by .01625, producing a per capita for the coming fiscal year of \$2.36357, rounded off to \$2.36.

In establishing the formula, ANG determined that the existing per capita of \$2.30 represented 1.625 percent of last year's average reporter top minimum of \$141.83.

While the original average was computed by adding the reporter (Continued on Page 6)

Youngstown Strike Ends

Youngstown, Ohio—The longest strike shutdown in North American newspaper history came to an end last week when the Youngstown Vindicator resumed normal publication following termination of a 238-day strike by the Youngstown Guild.

The strike ended April 12 when the Guild unanimously ratified an initial contract giving outside circulation employees all the major demands for which they and other Guild members struck Aug. 18.

Guild members, including editorial and classified-advertising employees, began returning to work the next day, but the paper, which had been publishing only token editions throughout the strike, did not resume normal publication until April 15. Full circulation was not achieved until this week.

The 240-day shutdown exceeded by 37 days the previous record shutdown of 203 days in a Typographical Union strike that ended in January at Montreal's La Presse.

Ratification by the Guild followed contract settlements by the Stereotypers' and Building Service Employees' unions, whose old contracts expired during the strike.

The Guild's contract was signed the next day, giving circulation employees wage increases up to \$51, a Guild shop and a reduction of the work week from seven days to five. The company abandoned a series of stringent "management rights" demands that had been a principal issue leading to the strike.

The newspaper unions' strike paper, the Steel Valley News, which had achieved a daily cir-

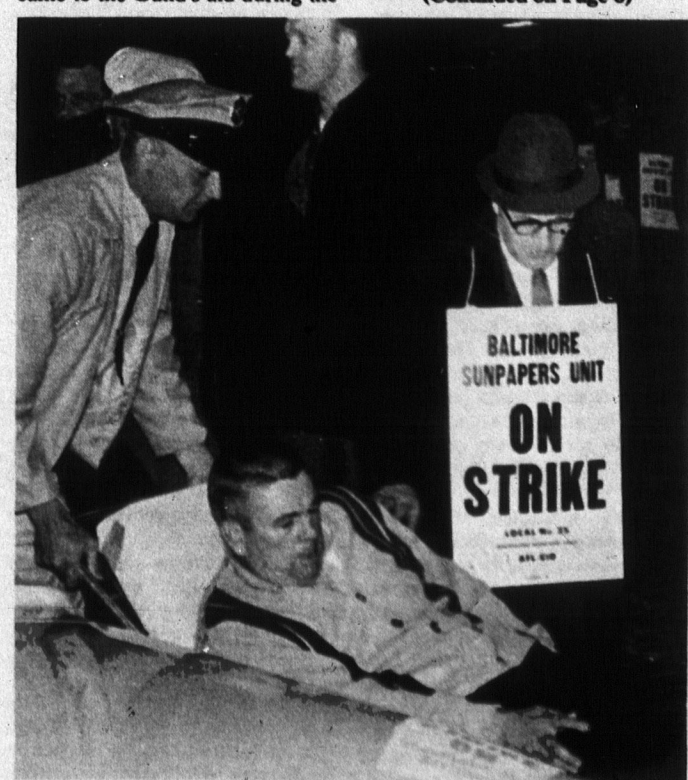
ulation of more than 47,000 while the Vindicator was printing a few hundred copies, published its final edition on Sunday, April 11. It featured a picture spread on the strike and articles on its history.

More than 250 persons, including members of the United Steel Workers and other unions that came to the Guild's aid during the

strike, attended a victory celebration April 14 at the Pick-Ohio Hotel, site of the Guild's strike headquarters.

Guests included ANG Executive Vice President William J. Farson, who was co-chairman of the Guild's bargaining team during the final phases of negotiations, and Mayor Anthony B. Flak.

(Continued on Page 6)



Washington Guild Photos by William L. La Force, Jr.
PICKET-LINE VICTIM: Baltimore Sunpapers photographer Edward Nolan is carried into an ambulance after being hit by a car driven through Guild picket line.

Interim Daily Is Projected In Baltimore

Baltimore, Md.—More than 500 Guild members struck the Baltimore Sunpapers for adequate wages and union security April 17, and two days later the papers suspended publication for the first time in their 128-year history.

The next day, Baltimore's other daily, the Hearst News-American, voluntarily ceased publication in support of the Sunpapers and locked out its 1,100 employees, even though it does not bargain with the Guild and is not involved in the strike.

The Hearst paper said that the refusal of printers and drivers to cross Guild picket lines at the Sunpapers had violated their city-wide contracts and threatened "the interests of the Sunpapers and the News-American in bargaining on a group basis."

The Guild immediately began making plans for the publication of an interim strike daily to serve the city during the news blackout imposed by the publishers.

The Guild struck the Sunpapers after the company terminated negotiations three hours before the old contract expired at midnight April 16 after making the Guild a final, "take-it-or-leave-it" offer.

At a membership meeting the next morning, Guild members voted, by more than 5 to 1, to "leave it," and at noon several hundred pickets encircled the block-square Sunpapers building across the street from strike headquarters.

"The Sunpapers dared us to (Continued on Page 4)

Levy Continues

The Guild's strike against the Baltimore Sunpapers has made it necessary to continue membership assessments past April, ANG Executive Vice President William J. Farson announced yesterday. (Full story on Page 5.)

Minneapolis Papers Buy Montana Dailies

Great Falls, Mont.—Sale of the Great Falls Tribune and Leader to the Minneapolis Star and Tribune Co. was announced April 10 in a transaction kept secret from the papers' employees until the issuance of a press release.

The sale was announced jointly by Joyce A. Swan, executive vice president of the Star and Tribune, and Alexander Warden, publisher of the Tribune and Leader. The price was not disclosed.

The Tribune and Leader's editorial, advertising, business, circulation and photengraving departments are under Guild contract.

1st Locals Heed Fund Appeal

The first donations have come from Guild locals in the wake of an International Executive Board appeal for local contributions to the Eleanor Roosevelt Memorial Fund and the John F. Kennedy Memorial Library.

The North Jersey Guild has voted a \$100 donation, and the Peoria Guild has contributed \$25.

The IEB asked locals in February to donate part of the proceeds of social events to help meet the Guild's quota of \$11,727.50 for the two funds.

A meeting between the Guild and representatives of the new management is scheduled for April 30 to discuss details of continued contract coverage.

The sale will become effective May 1.

Rumors of the sale had been rife for months, but inquiries by employees, including 70 Great Falls Guildsmen, brought repeated denials. Two other Montana newspapers in the Lee chain, which reportedly had bid for the Great Falls dailies, reported a day earlier that negotiations were under way, but employees were told that no sale had yet been consummated.

Scraps-Howard Enters Weekly Field in Florida

Stuart, Fla.—Scraps-Howard Newspapers has acquired its first weekly newspaper with the purchase of the Stuart News.

Sale of the 4,860-circulation weekly was announced April 12 by Jack R. Howard, president and general editorial manager of the Scraps-Howard chain, and Gordon Lockwood, owner and publisher of the News. News staff members were informed of the sale eight hours before the official announcement.



SAM ROMER

California Kills Move To Alter Privilege Law

Sacramento, Calif.—A proposed modification of the California newsmen's-privilege law has been abandoned following protests by the Guild and other groups.

Legislative committees considering bills to codify the laws pertaining to evidence removed a section that would have forced a reporter to disclose his news sources if a judge found disclosure to be "in the public interest."

The Los Angeles Guild's executive committee and the California-Nevada District Council opposed the move.

Sam Romer, 52, Dies; Twin Cities Leader

Minneapolis, Minn.—Sam Romer, widely known labor reporter for the Minneapolis Tribune and former secretary of the Twin Cities Guild, died here April 13 after a heart attack. He was 52.

Called "one of the most seasoned and wisest of labor reporters" by Louis M. Lyons, former curator of Harvard's Nieman Foundation, Romer was widely known in the labor movement for his coverage of union conventions and for lectures and articles on the labor movement.

Romer joined the Guild in 1935, becoming a member of the New York Local's Labor Press Unit while working on the Socialist Call and later on the International Ladies Garment Workers' Union's newspaper, Justice. He was active in the fight to rid the local's strike-policy committee of the influence of Communists during the late 1930s.

Romer joined the Tribune in 1945 and served as secretary of the Twin Cities Local in 1951 and 1952, later becoming Minneapolis Unit secretary. He was active in local contract negotiations, served as an ANG convention delegate in 1951 and was a member of the local's strike-policy committee during a 1962 craft-union strike.

Romer fought with the Loyalist forces during the Spanish Civil War and served in the U.S. Army during World War II. He was chief of labor relations for the labor division of the Supreme Commander Allied Powers in Tokyo during 1948.

He was the author of a book, "International Brotherhood of Teamsters," published by the Center for the Study of Democratic Institutions in 1962 as one of a series comparing a number of

U.S. union governments.

In addition to his coverage of labor news for the Tribune he was an expert on Latin American labor and politics.

The Twin Cities Guild is raising funds for a memorial to Romer.

Delaware U. Wins Council Press Contest

Allentown, Pa.—The University of Delaware Review will receive the first-place award in the Middle Atlantic District Council's seventh annual collegiate newspaper contest.

The Review was selected here last week by a panel of judges consisting of International Vice President Daniel A. McLaughlin, Robert Golden, council president, and Sidney Benjamin, secretary.

The award will be presented to the Delaware University publication sometime next month, and it will be entered with other district winners in the Conference of District Councils' national collegiate press contest to be judged at the Guild's 1965 Convention in July.

The judges awarded second place to Pauw Wow, published by St. Peter's College of Jersey City, and third to the Triangle, published by the Drexel Institute of Technology in Philadelphia.

Honorable-mention citations went to Spilled Ink, published by Centenary College for Women in Hackettstown, N.J.; the Rider News of Rider College, in Trenton, N.J.; and the Villanovian of Villanova University.

N.Y. Guild Weighs Taking Strike Vote

New York City—With New York publishers hanging back on union security, jurisdiction and automation-protection guarantees, the New York Guild this week was considering a strike vote.

"The publishers clearly indicate that they will not make concessions to any union which has not declared its ability to strike," Thomas J. Murphy, local executive vice president, said in a city-wide bulletin April 16.

The Guild is seeking to protect jobs within its jurisdiction that may be affected by new processes or equipment involving operations in more than one department. It also is seeking automation protection comparable to that gained by the Typographical Union, which has won an agreement banning the introduction of new equipment without prior union agreement.

While there have been no wage discussions with the Guild since the companies settled with the printers April 7, the publishers have promised to offer the same package of \$12 over two years already negotiated with the Typographical Union, the Photoengravers and the Pressmen.

Similar settlements were reported near this week with the Stereotypers, ITU Mailers, Paper Handlers, Machinists, Electrical Workers and Mail Deliverers.

Although the publishers have stated from time to time that no one would lose his job because of automation, Murphy said, "When it comes to writing language into the contract, the publishers begin to back down."

Automation and jurisdiction protection are "a must for the Guild in these negotiations," Murphy said, citing two cases in which the Times had tried to give Guild jobs to other unions.

At the Times, the News and

the World-Telegram & Sun, where a full Guild shop is a major issue, Murphy said the publishers have "threatened to 'take' a strike."

In warning that the Guild must consider a strike vote unless agreement is reached on these issues, Murphy said: "It was the strike threat that forced the publishers to capitulate to the ITU, and the ability of the Pressmen and other unions to force a strike brought about their settlements."

Under the printers' automation agreement, disputes over the introduction of new equipment will be aired before a joint union-management committee, which will seek a solution with the aid of an impartial chairman. If the issue remains unresolved, the chairman will recommend terms on which the equipment may be operated, but his recommendation will not be binding.

The Pressmen's Union on April 11 settled for the same \$12 package won by the printers, also obtaining agreement to new language governing the assignment of men to operate presses that print both in color and in black-and-white.

The Wall Street Journal, reporting on New York bargaining, said that all of the papers carry strike insurance that would provide each up to \$104,000 a week to a maximum of \$650,000.

Noting that the ITU settlement provides \$6.50 the first year and \$5.50 the second, compared to \$6.51 and \$6.12 won after the union's 114-day strike two years ago, the Journal said:

"The printers' success in winning almost as much this time without a strike was attributed by industry sources to the publishers' fear of another damaging close-down and to growing respect for the printers' power and resoluteness."

UPI Clause Dispute Forces Second Vote

New York City—The Wire Service Guild's settlement with United Press International, ratified by a 510-140 margin, will be submitted to a second ratification vote following resolution of a dispute over a controversial clause that management sought to keep in the contract.

The dispute was resolved this week when management agreed to stipulate that the clause would not prevent the Guild from honoring picket lines directed at UPI.

The March 6 agreement that averted a nationwide UPI strike omitted a previous clause that provided the Guild would "not interfere directly or indirectly in any way" with production, distribution or delivery of news that UPI had contracted to deliver to any client.

Although the company had approved the contract draft without the clause, it announced after the settlement was ratified that it would not sign the contract unless the clause was restored.

At an all-day meeting conducted by federal mediators April 20, the company agreed to provide a covering letter stipulating that the clause would not prevent the Guild from respecting a picket line directed at UPI. The Guild negotiating committee then agreed to resubmit the settlement, amended by addition of the clause, for another membership vote.

The stipulation would permit

UPI Guildsmen to observe picket lines posted by the Commercial Telegraphers' Union, which had pledged to honor Guild picket lines during last month's bargaining crisis.

ANG Executive Vice President William J. Farson joined the UPI negotiating committee at the April 20 session. UPI bargainers were headed by Cleveland attorney Ezra Bryan, Scraps-Howard's chief labor negotiator.

New ratification ballots were mailed to UPI branches April 21. Ray Mann, Wire Service Guild administrator, said the results should be known April 30.

Detroit Maps Tour

Ford Plant On Convention Itinerary

Detroit, Mich.—A trip through the world's largest automobile plant, a visit to Thomas A. Edison's workshop and a hop "south of the border" to Windsor, Ont., are on the agenda for delegates and guests to ANG's 1965 Convention here July 12-16.

Warren Stromberg, the Detroit Guild's convention chairman, says the local is prepared for an expected influx of 350 delegates and guests.

Highlight of the convention entertainment program will be a trip through the Ford Motor Co.'s



AWARD WINNERS: AFL-CIO commentator Edward F. Morgan, second from left, and Guldman Samuel F. Marshall, third from left, receive George Polk memorial awards. Radio-reporting award is presented to Morgan by Mrs. Adelaide R. Polk, mother of the late CBS correspondent in whose memory the awards are made, while Marshall, former Cleveland Plain Dealer reporter and now editor of the Communications Workers' CWA News, receives community-service award from Dr. Gordon Hoxie, chancellor of Long Island University.

\$11 Increase In Top Minimum Raises Look Writers To \$211

New York City—An immediate 6 1/2-percent general wage increase, ranging up to \$9.50 a week, has been won in a two-year contract between the New York Guild and Look magazine. The top minimum for most writers and photographers will rise \$11, to \$211.

The agreement provides a minimum increase of \$5 for those earning less than \$100 a week. Those earning from \$100 to \$124.99 receive \$6.50; those from \$125 to \$149.99, \$7.50; those from \$150 to \$174.99, \$8.50; and those over \$175, \$9.50.

In addition to the \$11 increase in the top minimum for Group I writers and photographers, comprising at least 75 percent of employees in those categories, the contract raises the top minimum for photo-lab technicians by \$8, to \$151.50; for editorial secretaries and library assistants by \$6.50, to \$109; for editorial stenographers by \$5.50, to \$93; and for clerks and typists by \$5, to \$85.

It also provides a \$50,000 death-benefit policy covering assignments outside the United States, and a death benefit of twice the employee's annual salary, with a \$20,000 floor and a \$50,000 ceiling, covering domestic assignments.

\$7-\$8.25 Raises Gained At Catholic Newspaper

Cleveland, Ohio—Employees of the Catholic Universe Bulletin will receive raises ranging from \$7 to \$8.25 in a new two-year contract negotiated by the Cleveland Guild.

Employees earning \$125 or more will receive a first-year increase of \$5.25, retroactive to last Oct. 1; others will receive \$4. All employees will receive an additional \$3 in the second year.

The reporter top minimum will go up \$8.25, to \$153.75 in the second year, while the top for advertising-layout and make-up men will go up the same amount, to \$121.

\$18.75 Increase Won At 2 Vallejo Papers

Vallejo, Calif.—The San Francisco-Oakland Guild has won an \$18.75 increase for top-experienced reporters, photographers and display advertising salesmen in a third suburban contract, at the Vallejo News-Chronicle and Times Herald.

The contract, like those recently negotiated following strike votes at the Santa Rosa Press-Democrat and the Richmond Independent, will bring the reporter top minimum to \$171.25, the present top minimum in the local's citywide San Francisco contract.

It will get there in five steps over 30 months: up \$2.50, to \$155, retroactive to March 14, 1964; another \$2.50, to \$157.50, effective April 10; another \$3.75, to \$161.25, next Oct. 9; another \$5, to \$166.25, on March 16, 1966, and a final \$5, to \$171.25 on June 12, 1966.

The top minimum for outside classified salesmen will rise a total of \$12.50 in five steps, to \$132.50; that for clerks will go up \$8.50, to \$92.50, and that for office boys, \$7, to \$73.50.

The contract also provides for a publisher-paid health plan similar to that in the San Francisco citywide contract.

It also calls for a fourth week's vacation after 17 years, a flat 10-cent mileage allowance, a six-month maternity leave after a year's service, and a one-year sabbatical leave after five years.

\$11.25 Package Won At Plainfield Daily

Plainfield, N.J.—A three-year wage and health-insurance package ranging up to \$11.25 has been negotiated by the North Jersey Guild for editorial employees at the Plainfield Courier-News.

The contract provides first-year wage increases of \$4 for employees earning over \$100, \$3.50 for those earning from \$80 to \$100, and \$3 for those earning under \$80, all retroactive to April 1, 1964. Second-year increases range from \$1.50 to \$3, and third-year increases, from \$1 to \$2.50.

In addition, a family hospitalization-insurance plan, costing the company \$1.75 a week per employee, will start in the third year.

The top minimums for reporters, photographers, copyreaders and departmental editors go up \$4 the first year, \$3 the second and \$2.50 the third, to \$138.50 in the case of reporters and photographers, \$143.50 in the case of copy readers and editors.

The night differential is increased from \$1.10 to \$1.20 per shift in the second year, and funeral leave has been extended to include the deaths of brothers and sisters.

It Seems To Us

Tax Reduction For Press A Monopoly Antidote?

WASHINGTON, D. C.

Editor: Would appreciate follow-ups on article "Saskatchewan Union Seeks Probe of Press" (GR, Jan. 9), and "Sweden Eyes Subsidies For Ailing Papers" (GR, March 26). These dealt with "monopoly" press.

As near as Cuba, the press is under monopoly, defined by Webster's as: "Exclusive control of the supply of any commodity or service in a given market." The most rigid and complete monopoly is imposed by a government, especially where the government has a political-party monopoly.

The antidote for monopoly, as you point out, is competitors. Rather than for government to get into the business of deciding how to dole out subsidies to competitors, wouldn't a better approach be through the impartial method of reducing taxes for business in the information field? Also, by reducing postage costs for mailed forms of news media?

Would this not encourage more competition? Of course it would be an indirect subsidy but would be less subject to favoritism and corruption likely to result from direct subsidies.

Is there a Guild commission to generate ideas to increase competition in the press?

GEORGE HOLCOMB
Washington Guild

P.S. Have you sources to determine exactly crimes charged to Cuban newsmen you reported in Castro's prisons and slave-labor camps? How about regular follow-ups on these seldom-remembered brothers?

Editor's Note: How to encourage press competition is among the subjects being studied under the Guild's Mellett Project, concerned with the problem of in-

creasing press responsibility without impairing press freedom.

The source of the Guild Reporter's information on the persecution of Cuban newsmen has been the Inter-American Federation of Working Newspapers' Organizations, which has publicized their plight in several resolutions.

Defense-Fund Buildup Seen Pro To Strike

PEKIN, ILL.

Editor: "I envy continues another month"—that is, story every month. Guild treasurer "anticipates it will be possible to end current series" in April. Vague double talk continues.

Apparent that Long Beach Convention gave Guild power to snatch blank check from members' wallets. This helps locals on strike, true. It also encourages locals to strike. See how many would like to strike since convention.

"Barring new emergencies," special assessment will end. Convention's majority vote makes "emergency" somewhere continually.

You may say, "Now we got strong weapon to fight monopoly press employers." Monopoly press sometimes OK. If not, strikes have contributed to decline in number of competitive papers. Strike is obsolescent way of collective bargaining. In long run, newspaper unions fust best by strike.

You say, "Look at big check we send you when you go on strike, too." (Picture: Page 9,

Disseater Voices Thanks For GR Opinion Forum

LEMON GROVE, CALIF.

Editor: I am in general disagreement with the majority of the Guild Reporter's editorials as well as many of ANG's recent actions (such as the physical and financial support of civil "riots" marches, and the continued "emergency" assessments on my pay check).

I would, however, like to thank the Guild Reporter for its frequent printing of opposing views in the "It Seems To Us" column, those of Thomas O'Grady and Tom Swaja in the March 26 issue as well as mine of Oct. 9.

S. GEORGE DANIELS
San Diego Guild

Staff Training Program Wins Lei From Hawaii

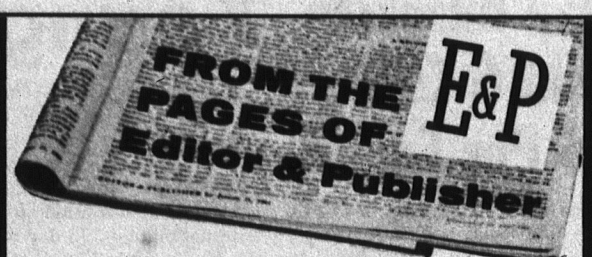
HONOLULU, HAWAII

Editor: As one of the local administrative officers who attended the ANG's staff training session in Washington, I wish to thank the ANG staff and commend them on a fine program they presented.

It was obvious that a lot of thought and hard work was put into the program. The information and training I received there will be invaluable to the Hawaii Local.

I certainly hope that the ANG will continue to give local officers the opportunity to participate in these sessions in the future. Aloha.

FRED LEE
Administrative Officer
Hawaii Guild



From the issue of April 17, 1965

CONSENSUS ON CRIMINAL REPORTING MAY BE MOUNTING

An in-depth report on the newspaper's role in criminal case reporting probes wide spectrum of community attitude. Members of the bar, legal aid society, prosecutor's office, and news reporting staff seem to agree. They see definite areas where newspapers have a legitimate role and where they can do real damage.

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STRIKE IN THE MAKING: At left, Baltimore Sunpapers Guildmen walk off the job to attend a final report meeting on contract negotiations. Above, they

hear unit chairman Jerry Borstel, flanked by local administrative officer Harris Monroe, report on the company's final, "take-it-or-leave-it" proposal. At right, they vote to "leave it" and hit the bricks.

Baltimore Sunpapers Closed By Guild Strike

(Continued from Page 1)

strike," said Jerry Borstel, chairman of the Washington Guild's Sunpapers Unit. "We have accepted the challenge."

There have been no negotiations since the Sunpapers broke off bargaining before the strike, but the Guild agreed to a request from federal mediators to meet in their offices today. Mediator James Holden said the company also had agreed.

Borstel said the Guild was striking for parity with Guild wages and working conditions in Washington, where key minimums are as much as \$40 or more higher than at the Sunpapers, and for the "preservation of our union" in the face of the papers' efforts to break the Guild.

On the last day of bargaining, the Guild filed unfair-labor-practice charges against the Sunpapers, accusing the company of dismissing one employee for joining the Guild, threatening others with dismissal if they struck and promising them special benefits if they continued to work, and eavesdropping on employees' telephone conversations involving union matters.

The Guild also said the Sunpapers had permitted members of the Sun Employees Association, which unsuccessfully contested the Guild's majority in a representation election two months ago, to solicit membership during working hours and encourage employees not to strike in violation of a no-solicitation rule it had sought to impose on the Guild.

Guild members, picketing around the clock under heavy police surveillance Easter weekend, were joined on the line by both Guildsmen and Typograph-

ical Union members from Washington.

Delegations from a dozen other Baltimore unions, also joined the line, with sound trucks and signs. Washington printers, who are in negotiations with the city's three dailies, have voted to strike unless they obtain automation protection and a wage settlement equal to the \$12 negotiated by New York printers. Washington Guild members have pledged picket-line support.

On April 20, the Guild unit at the Sunpapers cafeteria struck Automatic Retailers of America, which runs the cafeteria, and joined the picket line. Their contract expired April 9.

The next day, picketing was extended to the Sunpapers' television station, WMAR-TV. By expanding its news and advertising coverage, the Guild said, the station was helping the Sunpapers in their effort to break the strike.

Union employees — engineers, announcers and stagehands — refused to cross the picket line, and the Guild reported, the station's initial efforts at continued operation resembled the Neighborhood Players trying to perform Shakespeare.

The Sunpapers, in a statement to its readers as the strike began, said they proposed to publish as usual and declared that "we have every reason to believe we can do so."

Despite the individual refusal of printers, teamsters and other craft-union members to cross the Guild's picket lines, the Sunpapers managed to publish curtailed editions April 17, 18 and 19, using preprinted Sunday sections and copy and type prepared in

advance of the strike.

Police opened up the picket lines to permit supervisors and circulation routemen, who are not covered by union contract, to transport papers out of the plant.

A Guild picket, photographer Edward Nolan, was struck as one car drove through the picket line. He was taken to a hospital for emergency treatment of a leg injury.

Monday night, after trying unsuccessfully to by-pass the composing room and print by a paste-up process, the Sunpapers announced suspension of publication an hour before the Tuesday morning bulldog edition was due on the street.

Earlier in the day, as it became increasingly apparent that the papers would not be able to continue to publish, Guild members picketing in the rain chanted: "The rain will stop, but the Sun won't come out."

When suspension became a reality that night, the pickets applauded and cheered.

"They said it couldn't be done," they cried, "but we did it."

The Sunpapers told nonstriking employees to report for work and said it would continue them on the payroll. The News-American discontinued its employees' pay as of the last shift worked.

The Typographical, Teamsters and Photoengravers unions promptly filed unfair-labor-practice charges, accusing the Hearst paper of an illegal lockout and asking that it be required to resume publication.

So did the Baltimore News Union, an unaffiliated local union currently in negotiations for a new contract covering editorial and commercial employees.

On April 18, the day before the Sunpapers suspended publication, a delegation from the Baltimore Newspaper Union Council was passed through the picket line to inform the company that if it would agree to a union shop and dues checkoff, the Guild would resume negotiations on wages and other issues.

The council is still awaiting a reply.

The Guild represents more than 700 editorial, commercial and maintenance employees at the Sunpapers, which have a combined morning, evening and Sunday cir-

culation of over 700,000 and employ 1,600 workers.

Borstel said that "the Guild's last proposal, scorned when the company broke off negotiations, would have guaranteed the future security of our union after 16 years of harassment and management attempts to break us."

"It would have compelled the Sunpapers to match the wages and conditions already provided by the Guild contract with the Washington Post, a nearby newspaper comparable in prestige to the Sunpapers."

"It is true that the Guild's proposal would mean individual salary increases for us ranging from \$17.50 to \$70 a week. That is what it would cost the Sunpapers to match the Washington Post wages. That is how far the Sunpapers have fallen behind since 10 years ago, when Baltimore and Washington newspaper wages were on a par."

Underlining the Guild's insistence on union security, Borstel recalled that "a company union was set up to try to push the Guild out of the Sunpapers only two months ago," when the Guild decisively won a representation election initiated by the Sunpapers.

At the Sunpapers, traditionally ranked among the top ten papers in the United States, the top minimum for reporters under the old contract was \$150 a week. The papers' final offer would have raised this to \$155 now and \$160 next year.

The comparable minimum at the Washington Post is \$190 and will rise to \$200 on Dec. 1.

In its last proposal the Guild asked a Guild shop for new employees, maintenance of membership for present members, an agency shop for present nonmembers and a dues checkoff.

The Sunpapers' final offer April 16 provided for increases of \$5 across the board in the first year of a two-year contract and \$3 to \$5 in the second, minor improvements in vacations, night differentials and mileage, and no union security.

The company offered to pay \$2.60 for hospitalization insurance but said that it would have to come out of the first year's wage increase.

Guild members left their jobs at 9 o'clock the next morning and marched up the street to vote on the company's offer.

The Guild negotiating committee, headed by Harris Monroe, administrative officer of the Washington Guild, unanimously recommended that they reject the offer. The members did so, picked up picket signs and marched down the street to the Sunpapers plant to set up their picket lines.

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Vindicator Rolls As 240-Day Shutdown Ends

(Continued from Page 1)

Four days after the picket lines came down, the National Labor Relations Board upheld a trial examiner's finding that the Guild had committed unfair labor practices by some picket-line activities, including mass picketing, interfering with distribution of the paper and disturbing the sleep of supervisors in the plant by playing transistor radios too loudly. It ordered the Guild to cease and desist.

The board dissented from one aspect of the examiner's report, which found that the Guild had blocked employees of the Arc Engraving Co. from entering the company's shop in the Vindicator plant. The board cited testimony that Arc employees were not hindered from entering the building after Arc agreed early in the strike not to do any work for the Vindicator.

ANPA Convention Stalls Talks In Terre Haute

Terre Haute, Ind.—A 180-day strike against the Terre Haute Tribune and Star continued this week as Guild members, who ratified a settlement March 29, continued to honor Typographical Union and ITU Mailers' picket lines.

Federal mediators called a bargaining session for April 16, but publisher representatives said they were unable to participate because they had to attend the American Newspaper Publishers' Association convention in New York City. No new meetings have been scheduled.

The printers' negotiating committee has rejected a settlement similar to one accepted by the Guild, which provides across-the-board increases of \$13.50 over three years.

Pay Increases Add 6 Cents To Per Capita

(Continued from Page 1)

top minimums of only English-language dailies, the convention's action did not differentiate between English-language and foreign-language dailies.

This year's average top minimum of \$145.45 includes minimums on six foreign-language dailies. Had only English-language dailies been included, the average would have been \$146.41, for an increase of \$4.58, by far the largest average gain chalked up during the last 10 years.

The six-cent increase is the first since the \$2.30 per capita was established three years ago, when the Guild's 1962 Convention voted to increase the portion of per capita allocated to the Defense Fund from 50 cents to 90 cents, and that allocated to the General Fund from \$1.30 to \$1.40.

14th New York Town Adopts Antiscab Law

North Tonawanda, N. Y.—North Tonawanda's common council this month enacted an ordinance restricting the activities of strikebreakers. It became the nation's 68th municipality, and the 14th in New York, to do so.

The measure was adopted by a 5-2 vote at the behest of the Tonawanda Labor Council, neighboring Tonawanda has yet to act on the request. The two towns are industrial suburbs of Buffalo.



IT'S ALL OVER: Jubilant Youngstown Guildsmen exchange mutual congratulations following contract signing that ended their 238-day strike against the Youngstown Vindicator. In foreground are Fred T. Kearney, left, local president, and Richard Platt; in background, ANG International Representative Robert Bruner and Richard Riley.

Arbitrations

Reduction Of Work Force, Yes; Elimination Of Classification, No

New York City—A publisher's right to reduce the staff doesn't give him the right to eliminate a job classification and redistribute its duties, an arbitrator has ruled in restoring a dismissed employee's job at the New York World-Telegram & Sun.

The arbitrator, Joseph F. Wilder, ordered reinstatement with full back pay for a classified-advertising department employee who was fired last October with the explanation that her job was being abolished.

The discharge, Wilder noted, followed the filing of a Guild grievance seeking to upgrade her pay, and her duties were redistributed among three other employees.

"Practically every single thing, lock, stock and barrel" formerly done by the discharged employee "is now being done by another employee," the arbitrator said.

"The publisher has the right to determine the size of the staff,"

Docking Vetoed

New York City—An arbitration case has established that management of the New York Journal-American can't dock employees when their presence is required at arbitration cases.

Arbitrator George Marila ordered docked pay restored to grievance committeemen and other members penalized for participating in a previous arbitration hearing.

He held that past practice obligates the paper to allow its employees to participate in arbitration hearings without pay deductions.

he declared. "This means the publisher has a right to employ what it wants in a classification. This does not mean the publisher can eliminate the classification and

distribute the duties around. "This would result not in a reduction of staff . . . but in an elimination of staff."

New Exemption Claim Held Contract Violation

Mount Vernon, N.Y.—Management is entitled to no more job exemptions than are provided in its contract, an arbitrator has ruled in a case involving Consumer Reports magazine.

Arbitrator Jules Justin, ruling for the New York Guild, ordered management to hire a new assistant editor, under Guild jurisdiction, to help put out Consumer Reports' annual Buying Guide. The job had formerly been done by Guild-covered employees.

The magazine had hired a new employee to do the job and had unilaterally placed him in an exempt classification. Justin ruled that management could not add to the number of exempt positions provided by the contract.

Pucinski Asks Eased Rule On Union Bonding

A bill that would ease bonding requirements of the Landrum-Griffin Act has been introduced by Rep. Roman C. Pucinski, former Chicago Guildsmen.

The amendment would substitute an honesty-bond requirement for one that now covers "faithful discharge" of duties. The existing requirement, Pucinski noted, has caused "many problems in interpretation" and has substantially increased the cost of bonding local officers.

The Pucinski bill follows the lines of a recommendation by the AFL-CIO Secretary-Treasurers' Conference. ANG Secretary-Treasurer Charles A. Perlik, Jr., urged the measure in a letter to members of the House Education and Labor Committee late last year.

The committee has reported favorably on the bill, which is now before the House Rules Committee. The amendment would also make it legal for union officers to obtain bonds from other than surety firms.

ANG Featured In Exhibit Of Financial Data

South Bend, Ind.—ANG documents are on exhibit at the Notre Dame University Finance Club as a model of how a trade union keeps its members informed on the state of its finances.

Included in the display are copies of ANG's 1964 Convention Proceedings, containing the annual budget and other financial data; the Officers' Report, with similar material; quarterly audit reports; a report of the International Executive Board's Finance Committee, and copies of the Guild Reporter containing annual and quarterly financial statistics.

A similar exhibit covering AFL-CIO finances is also on display.

Bakersfield Petitions Referred To NLRB
Los Angeles, Calif.—Conflicting petitions for a National Labor Relations Board election among unorganized employees of the Bakersfield Californian have been referred to the full NLRB for decision.

The NLRB regional director has passed the case on to Washington following a hearing at which the Bakersfield Guild sought an election among 40 advertising, business-office, dispatch and janitorial employees, while management sought a unit that would also include mailers.

The ITU Mailers have petitioned for an election among the mailers.

Speed Limit

What to do when a speedup comes? Just refuse to be sped, advises Keith Fuller, assistant general manager of Associated Press.

"If I did a full, conscientious eight hours of work and couldn't do all that was to be done, I'd leave it—and have a clear conscience that I had done my best," Fuller said in recent AP bargaining with the Wire Service Guild.

"If something is added, something is dropped," he declared.

Among Ourselves

Dale Wright, cowinner of ANG's 1962 Heywood Brown Award, has completed a book on the subject that won him the citation—the conditions of migrant farm workers. Entitled "They Harvest Despair," it is being published this month by Beacon Press.

Wright, who lived and worked as a migrant laborer to prepare his award-winning articles for the New York World-Telegram & Sun, is now public-affairs officer at the Office of Economic Opportunity, the Administration's war-on-poverty program.

Edith Evans Asbury of the New

York Times has received the New York City Woman's Press Club's annual award of merit for "outstanding achievement" in journalism. Mrs. Asbury is a former secretary-treasurer of the Knoxville Guild. . . . And Toledo Guildsmen Henry Harvey has won a second prize in the American Trucking Association's annual safety-writing competition for a Toledo Blade story on highway accidents. The story was reprinted by the Ohio Department of Highway Safety for wide distribution.

John Paul Braun, a Madison Capital Times sports writer in the off season and a professional pitcher during the baseball months, has been assigned to the Milwaukee Braves' chief farm club, Atlanta of the International League. Braun spent most of last

season with the Braves' farm club at Denver but was recalled during the last part of the campaign and hurled one game.

Todd Simon, a former member of the Cleveland Guild executive board, has been promoted to associate editor of the Cleveland Plain Dealer. . . . And on the Cleveland Press, Guildsmen Frank Drake has been cited by the American Institute of Men's and Boys' Wear for excellence in reporting men's fashions.

Former Fort Worth Guildsmen Willard Barr has won a full term as Fort Worth's mayor after serving two years as mayor pro tem. Barr, who is editor of the Fort Worth Labor News, ran as a Democrat, defeating former Republican Mayor Tom McCann.

Newspaper Fund Report:

Starting Salaries Are Up — But Not Enough

Newspaper starting salaries are up, but not enough to attract sufficient employees to fill the available jobs, according to the Newspaper Fund's 1964 survey of journalism-school graduates.

Fewer than half of last year's graduates went into any branch of journalism, and only 19 percent went to work on daily newspapers, according to the survey.

The average earnings of newspaper beginners were well below those of their classmates who went into magazines, public relations, advertising or television. Six out of seven newspaper jobs went begging, according to Paul S. Swenson, the fund's executive director.

Swenson estimated that U.S. dailies have 3,500 openings per year. But of the 2,531 graduates (out of 3,033) who responded to Swenson's survey, only 490 said they planned to work on dailies.

They reported average starting salaries of \$94.18, compared with \$115.87 for those joining maga-

Prices, Pay Seen Too Low

Milwaukee, Wis.—Both newspapers and their employees are worth more than they're getting, according to James Rasmussen, managing editor of the Gary (Ind.) Post-Tribune.

Papers have to sell themselves on the idea that they're worth a great deal more to the public than 45 or 55 cents a week, he said, adding that if they were sold for \$1 or \$2, the extra money "should not go into dividends but into acquiring the people we need."

Too many top students, he said in accepting an award at Marquette University, are being lost to other communications media because they pay more money.

zines: \$100.28 for those entering public relations; \$99.64 for those starting with advertising agencies, and \$94.61 for those going to work as television newsmen.

Average starting pay for the graduates who joined wire services was even lower: \$92.90 a week, compared to \$93.35 for beginners with radio stations and \$87.54 for employees of weeklies.

"While starting salaries have risen fast in some areas," Swens-

son said, "they must continue to increase. Good starting pay plus early merit increases are needed to attract reporters of the quality needed to meet the interests and demands of a reading audience whose educational levels are rising steadily."

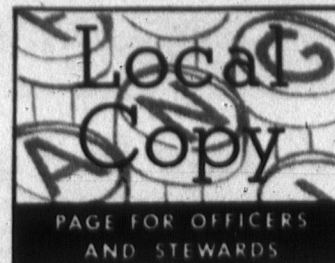
Forty-nine percent of the graduates either entered careers unconnected with journalism, went into military service, became housewives or failed to report to

the deans of the 98 journalism schools surveyed.

Twenty-three percent joined daily or weekly papers, a sharp decline from a decade ago, when the figure was estimated at 40 to 45 percent. Ten percent entered military service, 11 percent signed up for graduate studies, 8 percent went into public relations, 7 percent into advertising, 6 percent into radio and television, 5 percent into magazines and 1 percent into wire services.

Another study by David L. Gaby and J. Edward Gerald of the University of Minnesota shows that Midwestern newsmen with more than 10 years' experience are earning an average salary of \$11,300—more than \$217 a week.

This was the median reported by 86 experienced newsmen working for newspapers in four Midwestern cities of more than 250,000 population. Forty-five percent earn salaries of from \$9,000 to \$12,000.



Japan: Where The Fringes Are On Top

American workers enjoy far greater wages, fringe benefits and living standards than those of Japan. And yet, according to a U.S. unionist who has been working for a Japanese union, "Japanese labor has rights for which American labor might give its collective right arm."

Joe Swire, a pension and welfare specialist for the International Union of Electrical Workers, recently spent three months with Denki Roren, the Japanese electrical manufacturing union.

Among the benefits enjoyed by Japanese workers, Swire listed the following:

- Lifetime job security.
- A guaranteed annual wage.
- Annual automatic wage increases, which in recent years have been three or four times their U.S. equivalents.
- National health insurance coverage for themselves and their families.

Unlike the U.S. production worker, who is laid off during slack seasons, the Japanese worker draws wages the year around until retirement at age 55. "He cannot be laid off, short of bankruptcy or some indefensible action on his part," Swire said.

"Even when a company is in the red," he reported, "its wage increases will be pretty close to those of prosperous corporations." When Swire asked for an explanation, a management representative told him, "It is the job of management to see to it that its workers get paid as much as workers in other companies."

"The Japanese unions have labor-management committees in all large corporations," Swire reported. "In the case of Matsushita—National Radio Co.—the directors meet once a month with the union officials representing workers. The company spells out all sorts of financing, expansion, competition and other problems."

"In other situations, I found that similar meetings are usually held four times a year, and, apparently, the companies provide all information to the unions."

Japanese citizens have enjoyed national health insurance since 1922, Swire found.

"Today, some 40 years later, 99 percent of the Japanese people, including self-employed and casual workers, have fairly complete health insurance," he reported. "The factory workers I met have coverage for themselves and their families for a cost of slightly over \$2 a month."

Day Book

ACTIVITIES
Canadian District Council, ANG Leadership Training Institute on Automation and Stewards, May 8 and 9, King Edward Hotel, Toronto.
Empire State District Council, spring meeting, May 15 and 16, Rochester, N.Y.
International Executive Board, spring meeting, May 24-25, ANG headquarters, Washington.
Middle Atlantic District Council, spring meeting, June 1 and 2, Allentown, Pa.
Thirty-second Annual ANG Convention, July 12-16, Sheraton-Cadillac Hotel, Detroit.



AN AMERICAN WAY OF THRIFT SINCE 1896

Editorial

Victory In Youngstown

The Youngstown Vindicator strike, one of the longest in the Guild's history, has produced one of the most resounding strike victories a Guild local has ever won.

The 238-day strike began last August after the Vindicator not only refused to extend the benefits of its existing Guild contract to newly-organized outside circulation employees but also demanded a stringent "management rights" clause, the right to farm out circulation-department work and freedom to transfer circulation employees at will.

In the settlement hammered out after a series of marathon bargaining sessions early this month, the Vindicator gave up every one of these demands. There is no "management rights" clause. Farming out work is forbidden. Transfers are subject to contractual limitations.

None of these gains, and many others won in the final settlement, would have been possible without an extraordinary display of unity and determination by Youngstown Guildsmen (the editorial and advertising employees struck in support of the circulation men after having renewed their own contract without a strike only four months earlier) and their achievement in establishing the most successful strike paper the Guild has ever operated.

Nor would they have been possible without the sustained support not only of other newspaper unions but also of the Steelworkers and the labor community generally, whose members helped man picket lines and contributed to the strike's success in countless ways.

In Youngstown, as in San Juan and Florence, Ala., the importance of solid links between the Guild and the labor community as a whole has been demonstrated in unmistakable fashion. But if Guild locals are to receive the understanding and support of the labor movement in their communities, they must participate in the labor movement, at all levels and in all ways.

If this means the investment of Guild time in helping other unions solve their problems and Guild money in helping finance city and state labor bodies (as it does), this is time and money well spent. An injury to one is indeed an injury to all, and we must never forget it.

For Whom The Whip

It was especially fitting that representatives of the Guild and other labor unions were in the forefront of the civil-rights marchers who converged on Alabama's state capital March 25 to protest organized police brutality and the denial of voting rights to Negroes.

For, as the account by Robert Christofferson in the last issue of the Guild Reporter recalled, injustices and indignities committed against Alabama's Negroes have gone hand-in-hand with repression directed at unions and union members.

The wedding of racial oppression and union-breaking is starkly illustrated in the origins of the mounted posse that Sheriff James G. Clark turned loose with clubs, whips and tear gas against Selma civil-rights marchers on the night of March 7.

That posse was organized in 1958 to combat a strike by the United Packinghouse Workers, or, as Clark put it in a nationwide telecast, "to handle labor strikes and any other things going on."

A Federal Court judge has now ruled that Clark's posse is illegal and has ordered it dissolved, terming it "a major coercive instrument" in interfering with Negro rights. In bringing about its dissolution, the civil-rights movement has performed a service to the labor movement as well as to itself.

"Should I Teach 'Em A Little More Law Or Do You Wanna Teach 'Em A Little More Order?"



DATELINE: WASHINGTON

Weakening Of Southern Power Altering Senate Profoundly

By WILLARD SHELTON, Washington Guild

The death of South Carolina's Sen. Olin D. Johnston and the long illness of Georgia's Sen. Richard B. Russell brought home with sudden forcefulness the profound changes taking place in the Senate. They will almost certainly be seen even more clearly after the 1966 elections.

Treating the Senate as an institution—and this is the only proper way to treat it—it has long been the private preserve of the heirs of the Old Confederacy. Here, it has been said, the South redeemed what it had lost at Appomattox—effective de facto control of U.S. legislative policy.

Every U.S. senator elected from the 11 states of the Confederacy automatically became a member of the "inner club," the handful whose favor or disfavor could affect the usefulness and influence of every other senator. The power of the Southern bloc to kill or limit civil-rights legislation was only the most notable example of its pervading forcefulness.

Sometimes by alliances with the Mountain States senators, sometimes by alliances with Midwestern Republicans, the South in this century largely got the foreign policies it wanted, the farm policies it wanted, the tax and fiscal policies it wanted. Or at least blocked policies it found intolerable.

Southerners or their allies are chairmen of most of the Senate's key committees—Judiciary and Agriculture, Foreign Relations and Armed Services, Finance and Government Operations. And one may add Appropriations, most powerful of all, for Carl Hayden of Arizona has never once in 43 years voted for cloture against a Southern filibuster.

But now the picture changes. Gov. Donald Russell of South Carolina resigned to take the Johnston seat and will seek election in his own right next year. Gov. Carl Sanders of Georgia seems most likely to be a member

of the Senate in the 90th Congress. He may run even if Sen. Richard Russell recovers his strength and seeks another term. They represent a new breed of Southern political leaders, at least on the civil-rights issue.

Sen. Strom Thurmond, who switched to the Republicans, also must run in South Carolina next year, and he is not so clearly a certain winner as he was the last time. With President Johnson in the White House, Sen. John G. Tower of Texas, the other Republican Southerner, is in deep danger.

Sen. John J. Sparkman of Alabama is in trouble, possibly vulnerable in the Democratic primary, powerfully challenged in the general election even if he makes renomination. Sen. Harry F. Byrd of Virginia, aging and becoming remote, must scarcely recognize the Virginia Democratic Party he once controlled decisively by the "golden silence" of merely refraining from endorsing Democratic presidential candidates such as Adlai E. Stevenson and John F. Kennedy.

Today Mills E. Godwin, author of the Byrd machine's laws for "massive resistance" to school desegregation, is the favored Democratic candidate for governor and is urging "full equality under the law" for all citizens. Negroes are welcome in both Democratic and Republican parties.

What has happened? Well, the South itself is changing. The rapidly growing Negro vote is a factor, and so is a slow but steady improvement in education. So is the heavy immigration of families from other areas to man federal research and development projects and military facilities.

But there have been straws in the wind for several years. A change in attitude was observable when Lyndon Johnson in 1957 was able to get six Southern senators to vote for the first new civil-rights law in more than 75 years. (The then majority leader was profoundly hurt when his skill in "taking away four states of the Old Confederacy" was not recognized.)

Another civil-rights law was passed in 1960. And the states of Alaska and Hawaii were ad-

mitted, adding four more senators and diluting the relative power of the Southern minority. Now Russell, long the captain-general of civil-rights filibusters, is ill; there is no one to take his place, and some Southerners may end up voting for the new voting-rights bill of 1965.

There is one other factor not so generally recognized. The Senate is changed because of the influx of more than 30 new members, most of them Democratic liberals, beginning with the stupendous upset of the 1958 election when more than a dozen Democrats upset Old Guard Republicans.

The liberalizing process has continued through the elections of 1960, 1962 and 1964. The Senate is heavily populated by members of a new generation, with active minds and high energies, who want problems solved and have little patience with elders still trying to fight the New Deal.

The Senate's Southern lords were able men, many of them, men of high honor, often profoundly respected by their colleagues. They worked harder than any other sectional group, they knew the rules better, they were often unbeatable. Their influence is by no means gone, but their day is clearly passing, and the Senate as an institution seems unlikely ever to be the same again.

Tape To Vanish With UPI Device

New York City—An electronic device that will eliminate the handling and sorting of Teletype-tape on wire desks has been announced by United Press International.

Known as Autocedit, the device is a magnetic-tape storage unit that will enable newspapers to restrict the production of punched tape to only those stories it plans to use.

Instead of handling tape, the deskman selects the dispatches to be used from the Teletype-setter printer and has them punched out by pushing keys on the Autocedit. The device then activates a perforator, punching out tape for those stories or portions of stories desired.

The Guild Reporter

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