



Detroit's skyline provides the backdrop as three Motor City Guild leaders survey the waterfront area that will be the scene of visits by delegates and guests during next week's ANG Convention. From left, Kenneth Thompson, president; Warren Stromberg, general arrangements chairman, and Ronald C. O'Brien, executive secretary.

Finances, Wages, IEB Nominations Await Detroit Convention Action

Detroit, Mich. — Finances, wages, hours and automation, and biennial election of international officers will be the principal items on the agenda as delegates gather here for ANG's 32nd Annual Convention next week.

Close to 220 delegates are expected to be on hand when the convention is called to order by Kenneth Thompson, president of the Detroit Guild, in the Sheraton-Cadillac Hotel July 12. A total of 215 delegates from 56 locals had submitted credentials by late this week.

International Vice President Kenneth E. Rieger announced this week that he will be a candidate for re-election in nominations scheduled to take place at the convention.

Last week the San Francisco-Oakland Guild's delegation voted unanimously to endorse Robert D. Nordin of Vancouver-New Westminster and its own Barney Peterson for at-large vice presidencies and James P. Bennett of Los Angeles for the West Coast regional vice presidency.

Rieger, an at-large vice president for six years and chairman of the International Executive

Publisher Honors ANG Ethics Code

Chicago, Ill.—ANG's Code of Ethics, adopted at the Guild's 1934 Convention, has been cited in a Guild contract for the first time.

The 31-year-old code has become an appendage to the Chicago Guild's contract with Chicago Northside Newspapers, a chain of neighborhood weeklies. The contract says both parties "agree in honoring" the code, which sets standards for both newspapermen and their papers.

The two-year contract also provides annual increase of \$5 at the top, a 10-percent night differential, four weeks' vacation after 15 years, two additional half holidays, automation protection and an improved jurisdiction clause.

Board's Guild Reporter Committee, said personal reasons that had made him undecided about running have cleared. He said he would seek re-election in order to continue "important Guild projects" with which he has been associated in his three terms on the board and to help expand them in "the fast-changing situations in which the Guild and its membership find themselves."

Nominations for ANG's three top offices, six regional vice presidencies and six at-large vice presidencies will take place on the final day of the convention, July

16. Five incumbents and three others have announced their intentions of running for the six at-large posts.

Contests will be decided by an international referendum following the convention.

Sen. Philip A. Hart, Michigan Democrat, will address the traditional convention banquet July 13. Among others scheduled to address the convention are Emil Mazey, secretary-treasurer of the United Automobile Workers; August Scholle, president of the Michigan AFL-CIO; Ben Sigel, special assistant to the President's Committee on Equal Employment Opportunity, and former ANG President Milton Murray.

Other guests will include Ralph B. Novak, former ANG executive vice president and secretary-treasurer, who is currently manager of the Detroit Newspaper Industrial Credit Union, and M. Michael Potoker, secretary-treasurer of the New York Guild until his appointment as a Criminal Court justice a year ago.

Proposals to extend ANG's 16-year-old model dues schedule to a \$10 top for higher-paid members and to raise the Guild's wage goal to keep pace with price and productivity increases head the

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THE GUILD REPORTER

OFFICIAL ORGAN OF THE AMERICAN NEWSPAPER GUILD AFL-CIO-CLC

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N.Y. Times Guild Votes To Strike; Mediator Called

New York City—Guild members at the New York Times voted more than 9 to 1 last week to authorize strike action unless an agreement is reached on automation, jurisdiction, union security and pensions.

The Federal Mediation Service was called in at the Times following a 936-to-108 Guild strike vote June 29. But no new negotiations had yet been scheduled late this week.

The strike vote was taken as negotiations between the Typographical Union and the New York Post over the operation of a new computer failed to reach agreement and the computer was shut down after a nine-day trial period.

Rumors continued to spread, meanwhile, of a merger involving the New York Journal-American, Herald Tribune and World-Telegram & Sun, prompting a letter from the Journal-American to its staff denying that a merger with the World-Telegram was imminent.

As the New York Guild and Typographical Union bargained on different fronts, Thomas J. Murphy, the Guild's executive vice president, issued a statement saying he was becoming "increasingly disturbed" over statements in local Guild publications, the ITU Review and elsewhere about relations between the two locals.

"Despite disruptions in recent New York negotiations," Murphy said, "I, as a Guild officer, have been in constant consultation with Bertram Powers, president of the New York Typographical Union, looking toward a more unified arrangement of mutual support. We expect these sessions to continue."

Murphy said that "at no time did the Guild ever inform its members or the printers that the Guild was prepared to cross a printers' picket line." ITU President Elmer Brown had been quoted in an interview as saying that in New York the Guild had told the printers it would cross their lines if they struck.

"We have a history of respecting the printers' picket lines," Murphy declared. "Despite the fact we had signed contracts in 1962, we respected their picket lines for 16 weeks, and our people received no benefits for at

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Cafeteria Settlement Ends Baltimore Strike Threat

Baltimore, Md. — A second strike in three months at the Baltimore Sunpapers was averted an hour before a midnight deadline June 24 when Guild cafeteria workers won a settlement giving them an \$8 weekly pay increase over two years.

The cafeteria group, a separate unit of the Washington Guild, had been prepared to mount a picket line that the Guild said would be honored by other Guild employes

Guild Sweeps NLRB Vote In San Juan

San Juan, P.R.—The Puerto Rico Guild won an "overwhelming" victory last week in a three-sided representation election among 147 mechanical employes of El Mundo, San Juan's largest newspaper.

The Guild, which already represented El Mundo's editorial and commercial employes, received 96 votes in a National Labor Re-

BULLETIN

Bakersfield, Calif.—Advertising and business-office employes of the Bakersfield Californian voted 24 to 16 for the Bakersfield Guild in a representation election yesterday. The Bakersfield Typographical Union, which had conducted a joint organizing campaign with the Guild, won representation rights for mail-room employes, 15 to 0.

lations Board election July 2. The Teamsters Union, which previously represented most mechanical employes at the paper, received 33 votes, and the Typographical Union, which intervened after the Guild filed its representation petition, received six.

Two voted for no union, two ballots were voided, and eight were challenged by the company. The Typographical Union had sought to have proofreaders and janitors excluded from the bargaining unit, which also includes printers, pressmen, stereotypers, mailers and machinists.

The Guild filed a petition for the group after a majority of the employes asked it to do so. The Typographical Union had previously rejected a similar request, Luis Montanez, Jr., local president, reported.

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Union Leaders In Toronto Ask International Merger

Toronto, Ont.—Representatives of nine Toronto unions, including the Guild and the Typographical Union, last week endorsed "in principle" a merger of all international unions in the newspaper and graphic-arts industries and proposed a campaign to bring it about.

Their action is subject to ratification by each of the local unions. Meanwhile, a strategy committee with a member from each union,

including Jack Dobson, president of the Toronto Guild, is drafting plans for a campaign to mobilize all printing-trades union locals in Canada and the United States in support of "a complete merger."

The Toronto Guild executive voted this week to endorse Dobson's actions and to authorize his continued participation in the merger committee.

The committee this week ap-

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working at the Sunpapers. An 11-day boycott of the cafeteria by members of the Guild and other unions was called off following the settlement, which gave the cafeteria workers twice the wage increase previously offered, plus wide fringe gains.

Employes, most of whom previously received the federal minimum wage of \$1.25 an hour, will get a 7-cent hourly increase retro-

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TAKING THE CAKE: Benjamin Danforth, president of the Albany Guild, cuts a cake marking his 40th anniversary on the Knickerbocker News. Danforth, a nationally known golf writer, received a plaque (held by Larry Sorrell) and an alarm clock embellished with swinging golfer (held by Ronald W. Armstrong) to mark the occasion. Others are Howard D. Lewis, seated, local president, and R. G. Fichtenberg, managing editor.

IT SEEMS TO US

Commercial Employees Seen Needed On IEB

WASHINGTON, D. C.

Editor: Whatever dispute exists between officers of the Toronto Guild and officers of the Washington Guild has already been discussed ad nauseum. Further statements by me seem needless at this point, and the inaccuracies of the Toronto executive's statement (GR, June 11) can easily be discovered by anyone who cares.

More to the point at present is that the IEB candidacies of Bob Nordin and Nada Bozloff offer the Guild an opportunity to add to its international leadership two distinguished and able members from the commercial departments. We have too few commercial people on the IEB these days.

Though I know with what respect Nada is regarded by Canadian Guildsmen, I have no right to comment from a local in Region 2 on a candidacy in Region 6.

As for Nordin, however, an at-large candidate, his commercial background is yet one more reason why the undersigned editorial-department Guildman and his fellow Washington officers have given Nordin both their official and personal endorsements.

JOE HOLT ANDERSON, JR.
President
Washington Guild

Attack On Dobson Is Held Unjustified

ST. CATHARINES, ONT.

Editor: Harris Monroe's venomous attack on Toronto Newspaper Guild members in general and President Jack Dobson in particular, along with the Guild Reporter's decision to accept letters from him and Washington Guild President Joe Holt Anderson two days after deadline, constitute an unjustified attack on a conscientious official and loyal Guild members without the right, as set forth in ANG rules, of replying in the same issue.

Perhaps these same "gentlemen" should now aim their mudslingers

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

Letters relating to elections or referenda to appear in the issue preceding distribution of ballots and subsequent issues preceding the start of voting shall be confined to rebuttal of material already published.

at members of the New York Guild, for they flout the ITU that they would not respect picket lines if the ITU struck papers there. Or perhaps he should have taken a "true" aim and made the protest to ITU President Elmer Brown and his executive, as the ones responsible for the unfortunate situation in Toronto and elsewhere.

I have every confidence in Mr. Dobson, both at local and international levels, and feel most thinking Guild members have, as well. It is not always the loud-mouths who are effective union members. Clear thinking and proper action, even if it is not always popular with the rabid element, will do more to forward union progress than disregard of our obligations and commitments.

W. J. SIMPSON
Toronto Guild

Editor's Note: The Anderson and Monroe letters to Toronto were submitted to the Guild Reporter as news releases, not as letters to the editor, and, as such, were not covered by the GR rules on letters.

Dobson was nevertheless given an opportunity to reply in the same issue and again in the following issue, and did so.

Dobson's Behavior Held The Key Issue

PHILADELPHIA, PA.

Editor: Point of order, Mr. Chairman! The question before the house is not the editorial judgment of the GR (which I happen to think was sound) nor whether Anderson and Monroe speak for anyone ex-

cept themselves (as I happen to think they do). The question is simply this: Did Jack Dobson disqualify himself for further service as an international officer of the Guild by his behavior during the Toronto printers' strike?

I happen to think he did, but whether he did or not, let's keep the discussion on the point and debate the question on its merits—and not permit ourselves to be sidetracked.

Do I hear a second?

ROBERTA BAILEY
Philadelphia Guild

SCARBOROUGH, ONT.

Editor: It has been embarrassing enough during the past 11 months for members of the Guild in Canada, whether members of TNG or another local, without Jack Dobson adding to the embarrassment with his anti-Americanism rebuttal to Harris Monroe (GR, May 14).

Surely Dobson did not think his actions during the ITU strike had gone unnoticed? After all, it is not every day that the president of a local and vice president at large of the American Newspaper Guild crosses a picket line. It was only a matter of time before someone came out in the open and said what many have kept bottled up for months.

Crossing the picket line was bad enough, but with his "Rally 'Round The Flag, Boys" rebuttal, Dobson now has clouded the issue with anti-Americanism, which not only has no place in this issue but has no place in the American Newspaper Guild at any time.

The best thing Dobson could do for the trade-union movement and the Guild would be to hide behind one of his clouds when nominations for IEB members are called for.

JERRY MACDONALD
Toronto Unit
Canadian Wire Service Guild

ANG Annual Audit

Following is the annual report of ANG's financial standing and General Fund operations for the fiscal year ending April 30, as audited by Sidney S. Shulman & Co.:

Statement of Condition of General Fund As at April 30, 1965	
ASSETS	
Cash in banks and on hand	\$124,880.77
Advances receivable	2,511.49
Loans receivable	17,023.31
Exchange receivable	51.75
Deposits	1,000.00
Investments	100.00
Total Assets	\$145,547.32
LIABILITIES	
Exchange payable	\$ 4,200.02
Payroll taxes payable	1,000.00
Total Liabilities	\$ 5,200.02
For severance pay	\$ 80,000.00
For convention	20,000.00
For Lowell Mallett Fund	20,000.00
Total Liabilities and Reserve	\$125,200.02
Surplus at end of year	\$1,500.00
Total Liabilities, Reserve and Surplus	\$126,700.02

Statement of Condition of Defense Fund As at April 30, 1965	
ASSETS	
Cash in checking account	\$ 17,000.00
U.S.A. Bond	500.00
U.S.A. Savings	500.00
Scripps-Howard Investment Corp. stock	10,000.00
Canada Permanent Mortgage Corp. debentures	10,000.00
Total Assets	\$37,500.00

Statement of Income and Expense of General Fund For the Year Ending April 30, 1965	
INCOME	
Membership income:	\$401,428.81
Initiation fees	10,158.00
Agency fees	4,000.00
Servicing salaries paid by locals	20,000.00
Servicing expenses paid by locals	4,000.00
Research Department sales	2,000.00
Salaries paid by Defense Fund	21,000.00
Expenses paid by Defense Fund	10,000.00
Total Income for Year	\$472,586.81
EXPENSES	
Per-capita taxes	\$ 32,423.33
Organizing and servicing	100,241.43
Research and information	42,000.00
Executive expenses	20,000.00
Administrative expenses	20,000.00
Other expenses	10,000.00
Total Expenses for Year	\$244,664.76
Operating Deficit for Year	\$ 227,881.85

Analysis of General Fund Budget and Expense For the Year Ending April 30, 1965			
	Expended Year Ending 4/30/65	Budget Year Ending 4/30/65	(Over) or Under Budget
1. Per-capita taxes	\$ 32,423.33	\$ 31,000.00	\$ (1,423.33)
2. Organizing and Servicing			
Salaries-Director and IEB	\$114,801.97	\$114,000.00	\$ (801.97)
Secretary	2,047.50	2,000.00	182.46
Statistical and IEB	\$1,650.79	\$1,600.00	\$ (50.79)
Miscellaneous organizing expenses	9,840.99	9,800.00	\$ (40.99)
	\$189,341.25	\$189,500.00	\$ (158.75)
3. Collective Bargaining			
Salaries-Director	\$13,641.50	\$13,515.00	\$ (126.50)
Contract Committee	11,150.00	10,770.00	\$ (380.00)
Secretary	2,047.50	2,000.00	182.46
Statistical	2,000.00	2,000.00	—
Pension Consultant	2,816.00	2,800.00	\$ (16.00)
Research and information	175.25	175.25	—
	\$42,665.36	\$42,325.36	\$ (340.00)
4. Research and Information			
Salaries-Director	\$ 6,820.75	\$ 6,757.50	\$ (63.25)
Assistant	13,007.29	14,075.00	\$ (1,067.71)
Statistical	2,000.00	2,000.00	—
Expenses-Director	198.75	500.00	\$ (301.25)
Research and information	—	—	—
Books and periodicals:			
Legal and bargaining services	\$11.40	\$50.00	\$ (38.60)
Subscriptions	81.00	800.00	\$ (719.00)
Other printed material	26.27	200.00	\$ (173.73)
Publications and literature:			
Contract	1,469.15	1,000.00	\$ (469.15)
Organizing literature	2,854.00	1,000.00	\$ (1,854.00)
Statistical	2,117.77	2,000.00	\$ (117.77)
Miscellaneous expenses	140.00	500.00	\$ (360.00)
Training conferences	216.25	200.00	\$ (16.25)
	\$ 35,567.57	\$ 35,332.50	\$ (235.07)
5. Guild Reporter			
Salaries-Editor	\$ 4,820.75	\$ 4,757.50	\$ (63.25)
Assistant	14,647.20	14,075.00	\$ (572.20)
Statistical	2,634.01	2,000.00	\$ (634.01)
Expenses-Editor	81.00	150.00	\$ (69.00)
Research and information	—	—	—
Printing and mailing	32,328.46	31,000.00	\$ (1,328.46)
Salaries	1,000.00	1,000.00	—
Addressing	1,000.00	1,000.00	—
Pictures and special material	1,708.57	2,000.00	\$ (291.43)
Miscellaneous expenses	616.51	500.00	\$ (116.51)
	\$ 60,072.06	\$ 60,632.50	\$ (560.44)
6. Executives			
Officers-Salaries	\$ 30,972.50	\$ 31,004.00	\$ (31.50)
Expenses	2,645.00	2,600.00	\$ (45.00)
	\$ 33,617.50	\$ 33,604.00	\$ (13.50)
7. Administrative Expenses			
Salaries-Office manager	\$ 9,000.70	\$ 9,010.00	\$ (9.30)
Secretary	9,665.29	9,000.00	\$ (665.29)
Bookkeeping	2,311.54	2,000.00	\$ (311.54)
General clerical	2,434.01	2,400.00	\$ (34.01)
Research and maintenance	1,000.00	1,000.00	—
Stationery and supplies	4,047.78	6,000.00	\$ (1,952.22)
Telephone and telegraph	750.00	750.00	—
Repairs and improvements	14,682.25	14,000.00	\$ (682.25)
Budget	5,000.00	5,000.00	—
Auditing	2,000.00	2,000.00	—
Insurance	1,000.00	1,000.00	—
Employer pension	9,000.00	9,000.00	—
Medical health and welfare	17,000.00	17,000.00	—
Miscellaneous expenses	978.31	1,300.00	\$ (321.69)
	\$ 107,614.54	\$ 111,660.00	\$ (4,045.46)
8. Other Expenses			
Legal fees	\$ 16,674.43	\$ 15,000.00	\$ (1,674.43)
Contributions	6,438.43	6,500.00	\$ (61.57)
Brown Award expenses	1,000.00	2,000.00	\$ (1,000.00)
Brown Award expenses	601.21	750.00	\$ (148.79)
Delegates and committees	1,800.00	2,000.00	\$ (200.00)
IBB meetings	1,000.00	1,000.00	—
Severance-pay provision	12,150.23	12,000.00	\$ (150.23)
Convention reserve	1,000.00	1,000.00	—
Convention expense above reserve	13,061.42	12,000.00	\$ (1,061.42)
Moving expense above reserve	1,000.00	1,000.00	—
1975-AFWRO conventions	1,944.32	1,000.00	\$ (944.32)
	\$ 83,394.34	\$ 76,750.00	\$ (6,644.34)
Totals	\$377,324.60	\$377,324.60	\$ —

Guild Opposes Appointment Of Coleman

ANG last week joined civil rights organizations and other groups in opposing the appointment of former Mississippi Gov. J. P. Coleman, as a federal judge and condemning treatment of the Mississippi Freedom Democratic Party delegation by the clerk of the House of Representatives.

The Guild joined in issuing statements sponsored by the Leadership Conference on Civil Rights, urging the Senate to reject Coleman's appointment to the Fifth Circuit Court of Appeals and deploring the refusal of the House clerk to print evidence supporting the Freedom Democratic Party's challenge to the seating of Mississippi's House delegation.

The House clerk bowed and ordered the material printed. The Leadership Conference pointed out that Coleman, "one of the architects of most of Mississippi's white-supremacist political and legal structure," would be in a position, as a judge, to pass upon appeals from the 1964 and 1965 Civil Rights Acts.

The Conference, in addition to criticizing the House clerk's refusal to print the Freedom Democratic material, scored the "harsh treatment" accorded members of the Freedom Democratic delegation arrested while demonstrating in the clerk's office.

Meanwhile, the representative assembly of the San Francisco-Oakland Guild went on record supporting the Freedom Democratic Party's challenge to the seating of the state's House delegation.

Urging all local and international unions to press for unseating of the Mississippi delegation, the assembly pointed out that "congressmen who are elected time and again through denial of the vote to Negroes are uniformly anti-labor and utilize enormous seniority against trade-union interests."

Carmichael Appointed To State Bias Group

Minneapolis, Minn.—John Carmichael, executive secretary of the Twin Cities Guild, has been named to a Minnesota governor's committee assigned to make recommendations for the elimination of discrimination in apprenticeship programs.

The committee has been instrumental in bringing about a detailed program to handle complaints of discrimination in apprenticeship training.

Other Twin Cities Guildsmen have also been taking prominent roles in community human-rights programs. Walter Johnson is housing committee chairman of the Minnesota-Eden Prairie Conference on Religion and Race; Frank Wright is a member of the Golden Valley Human Relations Committee, and James Shoop has been named to the executive board of the NAACP's Minneapolis Branch.

Fresno Bans Seabs; Seattle Bill Pends

Fresno, Calif., has become the nation's 76th municipality and the sixth in California to enact legislation restricting the activities of strikebreakers.

A similar measure has been approved by a Seattle City Council committee after testimony by a number of union leaders, including George Lambert, administrative secretary of the Seattle-Tacoma Guild.

California Court Upholds Guild In Severance Case

Sacramento, Calif.—The California Supreme Court last week ruled 6 to 1 that Guild severance pay does not disqualify an employee from receiving state unemployment-insurance benefits.

The court said severance pay could not be considered wages under a 1959 amendment to the state's unemployment-insurance code, which forbids the denial of benefits to individuals receiving payments under a plan "established by an employer... for the purpose of supplementing unemployment-compensation benefits."

The ruling June 30 climaxed a 15-year battle by the San Francisco-Oakland Guild. It began when the Oakland Post-Enquirer, which suspended in 1950, claimed that severance pay disbursed to Guild-covered employees was actually wages paid after dismissal. The Guild won the Post-Enquirer case in the lower courts but lost a similar case involving the San Francisco Chronicle in 1956 by a 4-3 vote in the Supreme Court.

From then until now, for unemployment-compensation purposes, dismissed employees were considered still on the payroll for the number of weeks for which they received severance pay.

The latest case involved the unemployment-insurance claims of two Guild members at the Oakland Tribune and 15 left jobs when the Los Angeles Examiner closed in 1962.

After the case got under way, the state Department of Employment changed to the Guild's position and began paying benefit claims without regard to severance pay. Last week's court decision upheld the new policy.

The litigation, conducted by the California Labor Federation, identified the dispute as one with the Victorians.

"All were displayed simultaneously and together and hence must be read together," the board said, finding that they "sufficiently identified the dispute as one with the Victorians."

Employees' payments for medical and hospitalization insurance for dependents are reduced from \$7.48 a month to \$5, the travel-time maximum on overtime call-backs is raised from a half hour credit two weeks, to 38.

Employers' payments for medical and hospitalization insurance for dependents are reduced from \$7.48 a month to \$5, the travel-time maximum on overtime call-backs is raised from a half hour credit two weeks, to 38.

Increases of \$3.50 each year will raise the top for librarians and darkroom technicians to \$119.

A new automation clause, in addition to barring dismissals, provides for 30 days' notice to the Guild of new equipment that would create new or altered job classifications. Retraining at the publisher's expense, with no reduction in pay, is provided for displaced persons.

A revised jurisdiction clause gives the Guild jurisdiction over new work performed within the bargaining unit.

The contract, retroactive to April 26, increases the severance pay ceiling two weeks, to 40, reduces the service time for three weeks' vacation from two years to 18 months and increases the ceiling for accumulated sick-leave

from 11 paid holidays; a 35-hour week's pay, and employer contributions to a welfare plan for the employee and his dependents. The contract is retroactive to Jan. 1.

Commons OKs Bill To Curb Press Merger

London, England—The House of Commons has approved a bill empowering the government to veto newspaper mergers involving papers with a combined circulation of more than three million copies weekly.

The measure requires approval of newspaper mergers by the Board of Trade, which must seek guidance from the Monopolies Commission unless the board is convinced one of the papers is in danger of failing.

The law provides up to two years in jail for violations; a government spokesman said lines "would not be adequate to deter press magnates from carrying through a merger."

The bill, sponsored by the Labour Government, won general support from Conservatives. It is expected to pass the House of Lords later this year.

Its adoption followed a series of mergers, including Lord Thomson's purchase of the Kenilworth chain, the Daily Mail's purchase of the News Chronicle and the Daily Mirror's acquisition of a large group of newspapers following a battle with the Thomson interests.

Automation Dismissal Ban, Raises Of \$7-\$12 Won In Kenosha Pact

Kenosha, Wis.—Two-year increases ranging from \$7 to \$12.38 and a clause banning automation dismissals have been won by the Kenosha Guild at the Kenosha News.

Five-dollar increases each year will boost the reporter starting minimum to \$110 and the top minimum to \$168. The editor's differential is increased from 7 per cent to 8, raising the top minimum \$6.98 the first year and \$5.40 the second, to \$181.44.

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St. Paul Diocesan Paper Pays \$148 In 1st Pact

St. Paul, Minn.—A reporter top minimum of \$148.50, a Guild shop and dues checkoff have been won in an initial one-year Guild contract covering editorial, advertising and office workers of the Catholic Bulletin. Weekly increases, retroactive to March 1, range from \$5 to \$15.50.

The top minimum for news editor will be \$167.06; advertising commissions will be 25 percent on the first \$1,000 and 27½ percent over that amount. Other top minimums include office manager, \$139.60; bookkeeper, \$94; telephone operator, clerk and stenographer, \$78.75, and classified telephone sales, \$91.25.

The contract provides a strong job-security clause, with provision for a 60-day study of the need for economy dismissals, to be followed by arbitration, if necessary; nine full holidays and two half-days; up to 30 weeks' severance

N.Y. Guild Wins 1st Pact With Sea Officers' Union

New York City—A \$200 minimum covering editor and public-relations director, four weeks' vacation and a Guild shop are provided in an initial contract between the New York Guild and the International Organization of Masters, Mates and Pilots.

The contract also provides one week's severance pay for each six months of service, with no ceiling; 11 paid holidays; a 35-hour week's pay, and employer contributions to a welfare plan for the employee and his dependents.

The contract is retroactive to Jan. 1.

Job Bias: The Law Moves In

Discrimination by U.S. employers, unions or employment agencies on grounds of race, color, religion, sex or national origin became unlawful last week when Title VII of the 1964 Civil Rights Act took effect.

The law, which took effect July 2, applies to companies affecting interstate commerce with 100 or more employees. On the same date next year the cutoff point will drop to 75; in 1967, to 50, and in 1968, to 25.

Landmark though it is, the law does not guarantee jobs to Negroes, women or anyone else. It does not require companies to displace some people and hire others in order to redress an imbalance or to make room for minority-group members.

What it does is to make it illegal:

► For an employer to fail to hire or to discharge anyone or to discriminate against him in pay, terms, conditions or privileges of employment, or to segregate or classify him on the job in any way that would adversely affect him, because of race, color, religion, sex or national origin.

► For an employment agency to fail to refer anyone for a job or to classify or refer him on the basis of race, color, religion, sex or national origin.

► For a union to exclude or expel from membership or otherwise discriminate against anyone because of race, color, religion, sex or national origin, or to limit, segregate or classify membership

Memphis Guild Acts

Memphis, Tenn. — The Memphis Guild has organized a 24-member human-rights committee to work for "good-faith compliance" with the newly effective equal-employment opportunity sections of the Civil Rights Act.

The committee will work with management of the Memphis Commercial Appeal and Press-Scimitar "to preserve a calm atmosphere as the act's provisions take effect," according to Louis Silver, its chairman.

The Memphis executive committee voted last month to work for "full compliance" with fair-employment provisions of the law.

along these lines or to influence an employer to discriminate against an individual in violation of the act.

Help-wanted advertising that indicates any preference or discrimination is barred, with the violation to be charged against the advertiser, not the newspaper that carries the ad. While race or color discrimination is barred completely from advertising, discrimination may be allowed where religion, sex or national origin are legitimate job qualifications.

A five-member Equal Employment Opportunity Commission will investigate written complaints of unlawful employment practices, which must be filed either

by the aggrieved party or the commission. A union cannot initiate a complaint.

In more than 30 states where fair-employment-practices laws already are in effect, grievants are barred from filing complaints with the federal commission until 60 days after filing with the state authorities. Where the state laws are new, the time lapse is 120 days.

When the federal commission receives a complaint, it has 60 days in which to work with the employer for voluntary compliance. If it fails, the individual can bring civil suit, and the court can order hiring or reinstatement with back pay. If that order is flouted, the commission itself can bring legal action.

The machinery can be speeded up, however, in cases where the commission notes a "pattern or practice" of employment discrimination. On advice of the commission members, the attorney general can file suit without delay.

All employers, agencies and unions will be required to post notices relating to the act, prepared by the commission. While the law is helpful, it will not solve all problems of job discrimination, the Guild's International Executive Board has warned.

"The law is not the complete and final answer to ending discrimination in employment," the IEB said in its report to the Detroit Convention. "That job can still be done by unions through their customary role as the bargaining agency in the shop."

Catholic Pact Sets Starting Pay At \$100

Denver, Colo.—Minimums at the Catholic Register will rise from \$6 to \$18 under a new 26½-month contract covering Denver Guild employees at the Catholic Register.

The increases include an immediate \$10 hike in the starting minimum for editorial employees that will bring the figure to ANG's wage goal of \$100 for starting reporters.

Top minimums for art and library employees go up \$13 immediately and \$3 after 14½ months, to \$88. The top for editorial employees goes up \$6 and \$5, to \$156.50, and the top for proofreaders goes up \$4 and \$3, to \$141.50. The fourth-year step-up in this category is up \$15 and \$3, to \$133.

The severance-pay ceiling is increased from four weeks to six immediately and to eight weeks effective June 1, 1966. Sick leave of three days a year is provided during the initial contract period and is increased to five days in the final year.

A revised job-security clause provides for seniority in economic dismissals and rehiring.

Union Heads In Toronto Ask Merger

(Continued from Page 1)

pointed a three-man drafting committee composed of Dobson and officers of the Pressmen's and Photoengravers' unions to draw up merger proposals to be presented first to the executive committees and then to the memberships of the unions involved. The drafting committee will meet Aug. 5.

Delegates to the initial June 29 meeting, called by the Pressmen's job-shop local, indicated that the year-old Toronto printers' strike, during which most members of other unions continued to work and most of the unions signed contracts, had convinced them that the printing-trades unions should no longer be organizationally divided.

They said in a resolution presented by the sponsoring Pressmen's local that "several attempts at merger of various unions have petered out on the international level over what appears on the surface to be petty disagreements."

"The rank and file is becoming increasingly impatient with the lack of co-operation being shown by the various international unions," the resolution said, adding: "It appears evident that the only way the various unions involved can remain fully effective is by complete unity."

Dobson said the Toronto campaign will endeavor, "in keeping with the constitutions of the various unions, to bring pressure by the locals on the international officers."

Unions represented at the meeting, in addition to the Guild, the Typographical Union and the job-shop Pressmen, were the newspaper Pressmen, Bookbinders, Photoengravers, Lithographers, Stereotypers and ITU Mailers.

Similar merger proposals were advanced at a recent conference of the Ontario Federation of Printing Trade Unions, which adopted unanimous resolutions urging joint organizing campaigns and common contract-expiration dates, as well as organic merger. Dobson, an ANG international vice president, represented the Guild at both meetings.

The Typographical Union has been picketing the Toronto Telegram, Star and Globe & Mail since a year ago today in a dispute that began over computer jurisdiction but later was extended by the publishers to other issues.

The ITU Mailers, who have respected the printers' picket lines, have been deadlocked with the publishers over the terms of a return to work.

A provincial conciliation board is being appointed in the wake of failure by a conciliation officer to achieve a settlement. It will hold hearings and issue a report.

Toronto Newspaper Guild Requires Local Representative

2,000-member Guild invites applications for position of Local Representative. Duties of this challenging position include bargaining, grievance procedure (including arbitration), education programs, organizing, general administrative work and writing for publication. The representative will serve under general direction. Salary competitive.

Apply in confidence to:

Orval R. McGuire, Executive Secretary
Toronto Newspaper Guild
Room 217, 129 Adelaide St., W.
Toronto, Ont., Canada

Guild Sweeps 3-Way NLRB Vote In San Juan



BALLOT-BOX BEAT: Puerto Rico Guildmen dance to the catchy rhythm of a Guild steel band in an enthusiastic buildup to an NLRB election at San Juan's El Mundo. It was the prelude to an overwhelming Guild victory over two other unions.

(Continued from Page 1)

Guild supporters added a colorful touch to the pre-election campaign by utilizing a steel-drum band and parading in red T-shirts. The Teamsters had called the Guildsmen "rebels."

Meanwhile, the Puerto Rico Labor Relations Board has denied an appeal by El Mundo for reconsideration of an unfair-labor-practice complaint against the company for refusing to arbitrate the dismissal of a Guild copy-reader whom management had accused of agitating on company premises for Puerto Rican independence.

Unfair Charge Is Filed By Guild In Alabama

Florence, Ala.—The Memphis Guild filed an unfair-labor-practice charge against the Florence Times and Tri-Cities Daily last week in a National Labor Relations Board hearing got under way on a de-certification move.

James H. White, Memphis Guild president, charged the company with pressuring employees to seek decertification of the Guild as bargaining agent for 52 editorial, advertising, business-office, mail-room and maintenance employees.

A company petition seeking a new representation election was filed June 8; ten days later, a de-certification petition signed by a number of Guild-covered employees was filed by Bill H. Jobe, a former president of the Florence Typographical Union and now a display-advertising salesman.

An NLRB hearing officer delayed a decision on the election petition following the June 29 hearing. He indicated the board would act first on the Guild's charge.

Oscar Wisdom, president of the Tri-Cities Central Labor Union, has pledged full support to the Guild in its resistance to the de-certification move.

NLRB Orders Election At L.A. Suburban Daily

Torrance, Calif.—The National Labor Relations Board last week upheld the Los Angeles Guild in four out of seven disputed cases in determining the scope of a new 25-member editorial bargaining unit at the South Bay Daily Breeze.

The Board ordered a representation election on the Guild's petition, with July 20 as the tentative date.

NLRB Regional Director Ralph E. Kennedy ruled June 30 that three of six employees whom the company sought to include hold supervisory positions and are excluded from the unit. At the same time, Kennedy ruled that a librarian, whom the company had sought to exclude, is properly a member of the unit.

Canadian Selection Of Delegates Urged

The Toronto Guild executive July 7 called on the Canadian District Council to seek appointive power of Canadian Guild representatives to such international bodies as the Inter-American Federation of Working Newspapermen's Organizations and the International Federation of Journalists.

The executive said the council should make appointments after soliciting nominations from Canadian locals and conducting a ballot among their executive committees. Appointments are now made by the International Executive Board.

Dial 'P' For Pogo

One day in the not-too-distant future it may be possible for the newspaper reader to dial an electronic image of whatever portion of the paper he wants, just as he dials a telephone number.

A combination of magnetic storage, computer processing and telephone switching would make it possible for a reader to dial the financial page or for his wife to

dial the food ads, according to Dr. Athelstan Spilhaus, chairman of the American Newspaper Publishers Association's scientific advisory committee.

Such a system, would preserve "the unique feature of the printed news page," Dr. Spilhaus said, "the feature of freedom of choice and order in which the customer receives the information."

Newspaper Publishers Promised Automation Cornucopia By RCA

The Radio Corp. of America has organized a new graphic-systems division to develop and manufacture "new electronic equipment and systems for handling all types of print information."

Dr. Ralph W. Engstrom, RCA president, said the division is an expression of RCA's "conviction that the graphic-arts field, and particularly the printing industry, offers a major opportunity for new electronic technology and business."

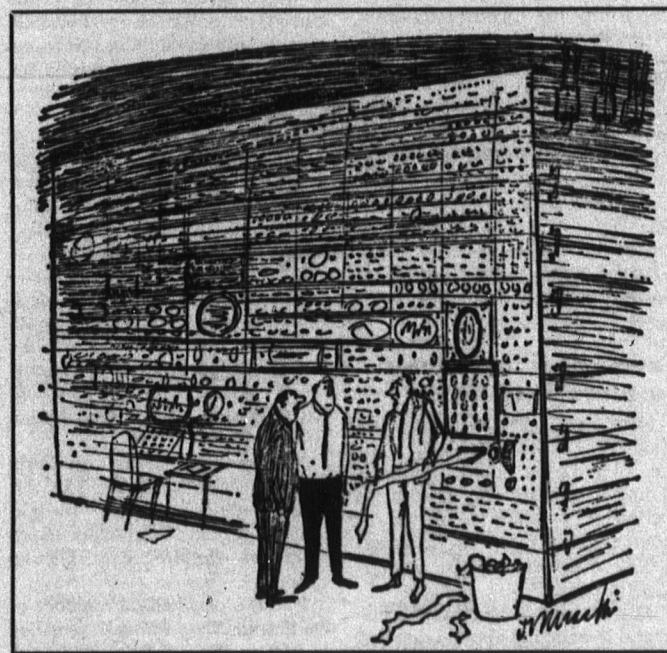
Dr. Engstrom said the new organization will draw extensively on "the background of facsimile transmission and reproduction, electronic printing and computerized typesetting." It will also explore new methods of applying electronics to the handling of all information recorded in print.

"It will relate these new techniques and systems to the needs of the printing industry for improved methods of composition and reproduction," he said, adding: "Eventually it will range across a broad spectrum of the graphic arts to embrace such functions as the electronic storage and retrieval of library information and the automatic preparation of photographic printing plates directly from images transmitted electronically over long distances."

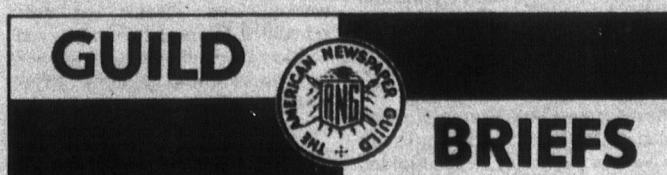
Among products that RCA expects to be on the market within two years is a photocopy generator, an electronic device capable of creating negative film for making printing plates.

Meanwhile, in the area of more immediate innovations, the Miami Herald has introduced an electronic typewriter that can retype repeated letters—with or without changes—from programmed instructions and information stored on magnetic tape.

The typewriter can produce a professionally typed letter from a rough draft, even eliminating hyphenation in adjusting to different margins. It can find and alter any section of a document by scanning the tape at a rate of 900 characters a second.



Mitchell in the Wall Street Journal. "It says it's made radio contact with other electronic brains and established a union."



Minneapolis, Minn.—The Twin Cities Guild is establishing a memorial for Sam Romer, its former secretary and a widely known labor reporter, who died April 13.

The memorial will be a dual one: an annual award for a labor writer who does an outstanding job of interpreting economic and social change as it affects labor, and an annual seminar in which an outstanding labor authority will be brought to the University of Minnesota to meet with students at the School of Journalism and Industrial Relations Center.

Toronto, Ont.—Thomas Shiers, the Toronto Guild's local representative for 4½ years, was to leave today to become executive secretary of the Nova Scotia Civil Service Association.

Shiers was secretary-treasurer of the Nova Scotia Federation of Labor before taking the Guild post in January 1961.

New York City—Thomas F. Doherty, administrative assistant for the New York Guild since last October, has resigned to return to work at the New York Times. Doherty, a former Times Unit chairman, served as a local representative from 1951 to 1953.



From the issue of June 5, 1965

HOW TO COVER ROYALTY

Queen Elizabeth's recent tour of Germany resulted in some novel press relation techniques which may become a trend. Using certain signals, photographers can now get amazing cooperation. But on the other hand, reporters must expect to work within greater restriction. Anyway, you can read all about it in E & P. Where else?

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

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

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Finances, Wages, Nominations On ANG Convention Agenda

(Continued from Page 1)

list of International Executive Board recommendations to the Convention.

The board, to eliminate inequities and place locals on a sounder financial footing, has recommended that the model dues schedule's present top of \$5, with a \$95 salary cutoff, be increased to \$10, with a \$195.01 cutoff, in four annual steps starting Aug. 1.

The top would go to \$6.25 a month for employees earning more than \$120 a week in the first year, \$7.50 for those over \$145 in the second, \$8.75 for those over \$170 in the third, and \$10 for those over \$195 in the fourth. The schedule would remain unchanged for employees earning \$100 or less.

The board recommended last February that the Guild's wage goals of \$100 for all adult employees and \$200 for key classifications be increased to \$134 and \$267.50, respectively, to match increases in prices and productivity since the Guild's original wage goals of \$50 and \$100 were set in 1947.

The board recommended that the goal be kept on a current basis by raising it as price and

3 Canada Locals Seek '67 Parley

Delegates to ANG's 1965 Convention next week will have a choice of three Canadian cities for the 1967 Convention.

The Ottawa and Vancouver-New Westminster Guilds have joined Montreal in bidding for the 1967 Convention. Delegates of both locals have been instructed to submit bids.

The Toronto Guild executive this week endorsed Ottawa's bid.

productivity figures rise, and the Collective Bargaining Department reported last week that already \$269.28 would be required to keep pace with these figures. (See story on Page 7.)

The board also recommended that ANG study and effectuate a long-term policy on interunion co-operation with a view to effecting a united front with other printing-trades unions, implementing bargaining and protecting Guild jurisdiction.

A forum on "Leisure Time in

the Automation Era" is scheduled for the first day of the convention.

Harry Van Arsdale, president of New York Local 3 of the International Brotherhood of Electrical Workers, will discuss the shorter week; Howard Young of the UAW social-security department will discuss early retirement, and

Rudolph Oswald of the AFL-CIO Research Department will discuss longer vacations. ANG Collective Bargaining Director J. William Blatz will serve as moderator.

Three workshops are scheduled for that night, with ANG Secretary-Treasurer Charles A. Perlik, Jr., conducting a session on local administration, Contracts Committee Secretary Robert Christofferson leading a session on collective bargaining, and International Representative Fred Jones conducting a session on organizing.

Scholle and Al Barbour, chairman of the Wayne County AFL-CIO Council will address the convention's opening session on Monday, July 12, as will Detroit Mayor Jerome P. Cavanaugh.

Mazy will speak at a convention session July 14, Sigel will speak July 15, and Murray,

presently an organizing director for the Building Service Employees International Union, will return to his home local to speak on the final day.

Wayne Labor Archives Opened To Delegates

Detroit, Mich. — Delegates to ANG's annual convention have been invited to visit the Labor History Archives at Wayne State University during their visit here July 12-16.

The archives, established six

years ago to collect and preserve the records of the American labor movement, contain 1½ million items, including labor newspapers, contracts, strike leaflets and photographs.

Material in the archives includes early records of the Detroit Guild, the files of the Industrial Workers of the World and records of the United Automobile Workers, which has designated the archives as the official depository for its historical documents.

Cafeteria Pact Ends Crisis In Baltimore

(Continued from Page 1)

active to June 5, 3 cents more Dec. 5, and an additional 7 cents next June 5, and a final 3 cents Dec. 5, 1966. The contract with Automatic Retailers of America, which operates the cafeteria, provides a guaranteed work week of 40 hours for the first time.

The Guild also won improved sick-leave compensation from the

first day of illness (instead of the fourth), increased severance pay (16 weeks' maximum instead of 14), a fourth week's vacation after 15 years instead of 20, a joint pension study, three days' funeral leave and other improvements.

The contract had already provided for a Guild shop, one of two main issues over which Sunpapers Guildsmen struck in April.

The strike was settled by an agreement to arbitrate the two issues; an arbitration hearing, initiated June 23, continued this week, with Harris Monroe, administrative officer of the Washington Guild, and Gerald H. Borel, Sunpapers Unit chairman, presenting the Guild's case.

The hearing was scheduled to conclude today, with a three-man arbitration panel having 90 days to render its decision.

A National Labor Relations Board examiner, meanwhile, concluded a four-day hearing July 2 on unfair-labor-practice charges brought by ten unions against the Baltimore News American, which locked out its employees and shut down when craft-union members observed Guild picket lines at the Sunpapers.

Examiner Thomas Ricci denied a News-American motion to dismiss the complaint after presentation of the NLRB general counsel's case.

David C. Sachs, regional counsel of the NLRB, said the lockout was illegal because there is nothing in the craft unions' joint contracts with the two Baltimore papers prohibiting their members' refusal to cross a picket line.

No-strike provisions of the contracts are limited to grievances, Sachs said.

John B. Siefken, attorney for the News American, maintained that the Guild's strike was unlawful because the Guild failed to notify the state Department of Labor that a strike was imminent, and that this factor aggravated what he termed the unions' violation of their contracts.

NLRB Regional Director John A. Pennello had previously dismissed a Sunpapers charge against the Guild on this ground, stating that the Guild was under no obligation to notify any mediation agency before striking, although it did notify the Federal Mediation Service.

The Sunpapers appealed the dismissal to the NLRB's general counsel June 25, a step the Guild charged was a violation of the amnesty agreement under which the strike was terminated. The agreement provided for the withdrawal of all court and NLRB charges by both sides.

Monroe said the appeal was "a deliberate attempt by the Sunpapers to protect the News American at the expense of the Newspaper Guild—and damn the amnesty agreement."

What ever happened to the "Baker's Dozen?"

REMEMBER WHEN the baker dropped in an extra doughnut to keep us coming back for more? It was his way of providing something extra—something of value.

Today, the extra doughnut is almost extinct. But S&H Green Stamps—a refinement of the baker's dozen—are still providing that extra something of value.

Every customer benefits. Unlike promotions that offer only the slim possibility of a free trip to Europe or a set of encyclopedias, S&H Green Stamps reward each shopper fairly—in proportion to the amount of money spent.

Merchandise value exceeds stamp cost to retailer. Though the average retail value of a filled book of S&H Green Stamps is approximately \$3.00, the average cost to a retailer for those stamps is considerably less. S&H's volume purchasing direct from

manufacturers and its computerized distribution system make this possible.

Painless saving. Stamp-saving permits homemakers to acquire desirable items without invading the regular family budget.

Brand name merchandise. The more than 1,700 products available with S&H Green Stamps are among the finest produced by leading American manufacturers. They're tailored to the taste and desires of today's modern families.

An earned discount for prompt payment. Through most of the business cycle, from supplier to manufacturer to wholesaler to retailer, the seller rewards the buyer with a discount for prompt payment. With S&H Green Stamps, a retailer can also reward those customers who make prompt payment for goods purchased.

An American Way of Thrift Since 1896



Los Angeles Guild Photo by Kearney Botwell
TIME IS MONEY: Eric Frankland, left, chairman of the Los Angeles Guild's Hollywood Citizens-News Unit, hands checks totaling \$2,274 to Citizens-News sports writers following settlement of a grievance over the

'Modest Living Standard'

Family Of 4 Needs At Least \$123

It takes \$123 a week just to keep a family of four on a "modest but adequate" living standard these days.

At today's prices, the family breadwinner has to earn \$3.07 an hour—\$123 a week, or \$6,418 a year—just to meet current needs, according to an updating by the AFL-CIO Research Department of the Labor Department's 1959 "City Worker's Family Budget."

The \$123 figure is \$23 above the Guild's present minimum wage goal of \$100 for adult workers, which the International Executive Board has proposed be increased to \$134.

In updating the five-year-old study, the AFL-CIO calculated the percentage changes in the Consumer Price Index for 20 major cities, taking into account the changes in federal income and social-security taxes and other factors.

Regional variations in the amount needed by an "average" family of father, mother, 13-year-old son and 8-year-old daughter ranged from \$107 in Houston to \$133 in Seattle, averaging out to \$123.

The budget makes no allowances for savings of any kind. On this income there will be no college fund for the children and no retirement nest egg for the parents. There is, however, \$110 a year for life insurance under the updated budget to cover all members of the family.

There is \$22 a year for books and magazines and \$40 a year to cover the family's "miscellaneous" expenses, such as hotel accommodations, legal expenses and music or dancing lessons for the children. There is \$132 a year to cover all contributions to churches and charities, as well as Christmas and birthday gifts.

Although the Labor Department has not developed budgets for families of various sizes, it has developed a technique for calculating the approximate amounts for families of other sizes.

Under this formula, a two-person family of husband and wife, age 35 to 55, would need \$4,428—69 percent of the four-person budget. For a three-person family with a child between 6 and 16, the budget is \$5,712—89 percent of the four-person budget—and for a five-person family, it is \$7,573—118 percent of the four-person family budget.



Ed Fisher in the 'Saturday Review'

Local Copy

A PAGE FOR OFFICERS AND STEWARDS

4-Week Vacations Continue To Rise

Substantially more Guild members are enjoying the benefits of a fourth week's vacation now than a year ago, according to ANG's Collective Bargaining Department.

The department this week reported striking vacation gains during the fiscal year ending April 30. As of that date, 92.2 percent of Guild members—28,985 in all—worked under contracts providing a fourth week's vacation. The figure represents a gain of 2.9 percent in a year.

In terms of contracts, the gain was even greater. As of April 30, 76.4 percent of Guild contracts provided a fourth week's vacation, up 7.8 percent.

During the past two years, the department said, the number of contracts with four weeks' vacation has increased by more than a third—from 128 to 172.

Additionally, more Guildsmen will enjoy longer vacations sooner, the department said. Employment time required to qualify for a fourth week of vacation was reduced in 35 contracts in fiscal 1964-65; the time required for a third week was reduced in 11 settlements.

And for the first time, a five-week vacation was negotiated into a Guild contract when the Washington Local won a fifth week for employees with 12 years' service at Labor, weekly publication of 18 unions in railroad, airline and related transportation fields.

A total of 951 more Guildsmen

Umbrella Opens On Automation

Clauses banning automation dismissals have been incorporated into 37 Guild contracts, ANG's Collective Bargaining Department reported this week.

All but three of 32 such clauses negotiated during the past fiscal year were bargained after the Guild's 1964 Convention made it mandatory that such protection be included in contract proposals.

Clauses requiring advance notice of automation were negotiated in 37 contracts, bringing the total to 54, the department reported, and retraining provisions were added in 11, doubling that figure. Jurisdiction clauses were added to 29 contracts and strengthened in eight others.

In seven contracts in which 25 years of service were required to qualify for a fourth week of vacation, employment time was reduced. Five were cut to 20 years, one to 19 and another to 10.

A 24-year contract was reduced to 20, a 23-year contract was reduced to 18, and eight contracts that had 20-year qualifying periods were shortened, one to 18, one to 17, five to 15 and one to 10.

Three contracts reduced the qualifying period to five years, one from 12 years and two from eight.

Service time for a two-week vacation was reduced to six months in another contract.

'Black Book' Thrown Out In Dismissal

New York City—A "black book" used by management of the Amsterdam News to justify the firing of a Guild advertising salesman has been thrown out by an arbitrator, who ordered the company to return the employee to his job, pay him half of six months' lost wages and refund 6½ hours' pay that had been docked.

The burden of proof in a discharge, the arbitrator, Joseph F. Wildebush, ruled, "must be squarely sustained by the employer." The little black book, he said, was not enough.

The paper's advertising manager had kept a dossier on the salesman's activities. It accused him of lateness, insubordination, failure to meet quotas, drinking during office hours, making false reports and other misconduct.

The employee had been discharged a year after filing a grievance against the advertising manager.

Only half pay was awarded for the period of discharge because the salesman failed to file for unemployment compensation, deductible from back pay.

What Price Prestige?

Editors, Reporters Fall 67th On Salary List

Editors and reporters are 67th on an earnings list of 321 occupations prepared by the U.S. Labor Department.

At the top—even ahead of "self-employed banking and other finance managers"—are physicians, with median earnings of \$14,561. At the bottom—321st on the list, with a median of \$550—are newsboys.

The study, which covers the year 1959, is based on information gathered in the 1960 Census.

Editors and reporters in 1959 were earning a median income of \$6,832, well below the \$7,826 shown for public-relations men, the \$7,042 shown for stenographers and the \$7,026 for photoengravers, not to mention locomotive engineers, purchasing agents and factory foremen.

Advertising salesmen were 87th on the list, earning a median of

\$6,286, two steps above artists, with \$6,201, and 13 above pressmen, with \$5,990.

Photographers fell in 133rd place with \$5,568, a dozen steps below composers, with \$5,763, who were two steps below embalmers.

Stenographers were in 149th place, with \$5,379, and secretaries in 156th place, with \$5,315. Actors fell between these two, in 153rd place, and athletes fell below, in 164th.

Payroll clerks were 179th, with \$5,040, ahead of welders and behind furnacemen and metal polishers. Office-machine operators, with \$4,731, were in 195th place, behind brickmasons, boatmen and sheriffs, and ahead of longshoremen, musicians, meat cutters and window dressers.

Bookkeepers ranked 213th, with \$4,443, right behind blasters and powdermen, and librarians ranked 219th, with \$4,357. Deliverymen, 224th with \$4,307, outranked nurses, sailors, bank tellers and blacksmiths, and truck drivers were 238th, with \$4,187.

Typists, with \$3,666, came 261st, a little lower than bartenders and a little above dressmakers and "unclassified entertainers." File clerks were 279th, with \$3,185, behind elevator operators and dancers and ahead of practical nurses, paperhangers and religious workers.

Date Change

The Guild Reporter, normally published on the second and fourth Fridays of each month, will be published this month on the fifth Friday, July 30.

The publication date is being set back to allow a three-week interval for the preparation of material on the Guild's July 12-16 convention.

Editorial

The Challenge Ahead

With repeated strikes and lockouts and a long series of assessments, the past year was a challenging one for the Guild, but, thanks in large part to the foresight of the 1964 Convention, the investments made in both militancy and money produced rich dividends and the promise of more to come.

Contract gains were the best in nearly 20 years, since the big breakthrough in 1947 following the establishment of our initial \$100 wage goal: Wage settlements in two-year contracts negotiated during the year averaged nearly \$2 a week higher at the top reporter level than those negotiated during the previous year, and the first \$200 top minimum in a key newspaper classification was negotiated. So was the first five-week vacation, as well as substantial gains in automation protection, severance pay, pensions and fair-employment-practices clauses.

Dues-paying membership at the year's end stood at 31,435, up 230 members, and the widespread improvement in Guild contracts in turn promised an improved climate for organizing, with increasing interest developing in many areas, including the South.

The International Defense Fund, despite expenditures approaching \$600,000, stood at \$917,000 as the year ended and surpassed the Guild's long-sought million-dollar goal in May, an achievement in which Guild members everywhere shared through their patient payment of membership assessments and in which they all can take pride.

The Guild moved ahead on other fronts, too: Equal employment opportunity in the industry moved significantly nearer as the result of our efforts; a nonprofit corporation was created to advance press responsibility in accordance with Lowell Mellett's bequest, and our participation in international newspapermen's organizations bore fruit in areas as diverse as South America and Africa, Turkey and Malaysia.

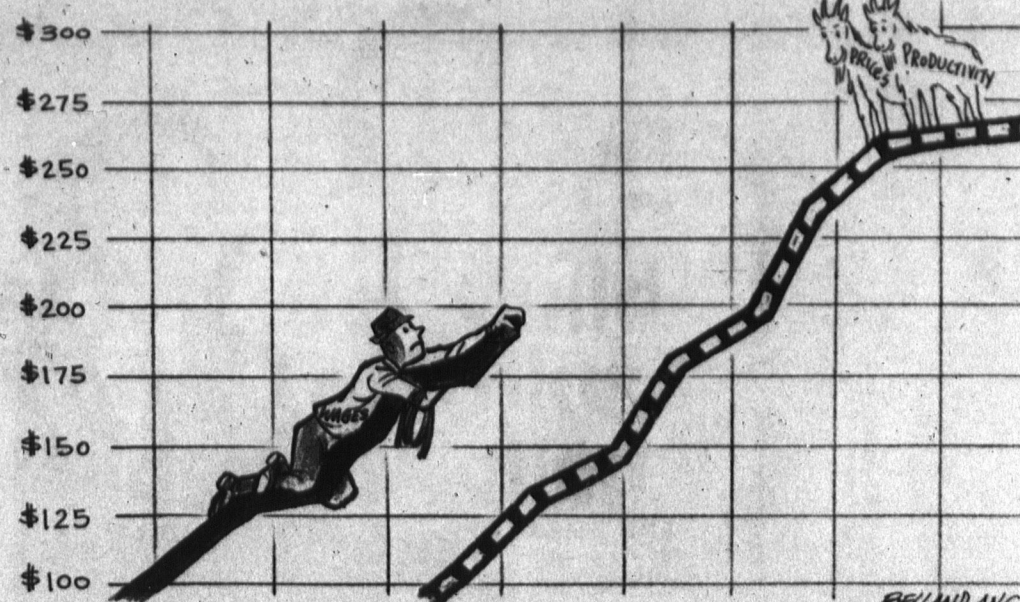
But, for all these achievements, other challenges lie ahead.

With our \$200 wage goal achieved, it is time to raise our sights once again, if only to ensure that our goals keep pace with rising prices and productivity.

New dimensions in automation already are posing new problems, and interest in a "shorter work year" is mounting. The need for the development and maintenance of consistent, effective co-operation among unions in the industry has never been greater nor fraught with more problems. And, although some locals have done a great deal to advance equal employment opportunity, too many locals have done too little.

For all the growth in the International Defense Fund, the ANG General Fund operated at a slight deficit last year, and the increased per capita for the coming year will not even cover the salary increases for ANG staff that became effective May 1. And, although the 1964 Convention corrected inequities in the international assessment schedule, inequities between lower-paid and higher-paid members remain in the model dues schedule and in many local dues schedules.

—From the Introduction to the 1965 ANG Officers' Report



DATELINE: WASHINGTON

Appalachia Program Reflects The Lesson Of TVA

By WILLARD SHELTON, Washington Guild



Fontana, N. C.—In this Tennessee Valley Authority country I have been reading David E. Lilienthal's diaries of his struggles in the early TVA years.

TVA built Fontana Dam beginning in 1942 because the Aluminum Co. of America, which owned the site, decided it would not put its private risk capital into the project. When it got the chance, TVA built Fontana as part of its enormous project of taming the entire river system for flood control, navigation, power production, phosphate-fertilizer production and the rebuilding of the lives of the people of the region.

President Eisenhower in his early years in office, named "expansion" of the TVA marketing area as the prime example of what he labeled "creeping socialism." Even when he felt compelled to get rid of the Dixie-Yates mess—a scheme to force the city of Memphis to buy private power—he insisted that the city agree to build its own generating plant and pledge itself never, never to light its streets and homes and power its factories from the "socialistic" TVA system.

This created a "Chinese Wall" to hold TVA within its "territory"—precisely what the private utilities had been seeking for years after they found they couldn't destroy the whole thing by court action or denial of congressional appropriations. Memphis is now restless about the bargain it was forced to accept.

To foreign visitors, the TVA system is still a great achievement, high on their "must" list of places and things to see when they come to America. It may be, to some of them, simply an engineering stroke, but it should be understood by us as more than that. For TVA has, in fact, elevated, if not idealized, the quality of life in the vast valley. Where there once was nothing but dismal and despairing poverty, there is now a foundation, at least, of a rising economy and a rising level of hopefulness among the people.

The late Douglas McKay, Mr. Eisenhower's first secretary of the interior, once conceded to this reporter that TVA had been a success—but promptly added as a former governor of Oregon, "I sure would hate to have one

of them in my country." It is one of the ironies of American political life across the quarter of a century: "TVA is a triumph, and let's be sure we never repeat it anywhere else."

So the floods still rage in the Mississippi and the Missouri, the Arkansas and the Platte, and the water flows unharnessed to the sea.

There are no floods in the Tennessee system any more, and commerce flows freely on its hundreds of miles of lakes and rivers, business enterprise flourishes on increased purchasing power, and every drop of water is utilized over and over for many purposes.

The contrast would seem obvious and the lesson plain, but we haven't found the political acumen to apply the principles.

The regional approach has belatedly been applied in a different field—the Appalachian section of the antipoverty program, which encompasses 10 states.

We do not know the measure of success or failure the Appalachian approach will have, but at least it has the merit of a beginning in which a multistate problem is attacked without the

artificial disjuncture of state jealousies and vainglory. The governors are co-operating in a federal program, and more such regional projects are on the way.

The TVA system is grown up and mature. But a generation ago the struggle to establish it raged in such fury between David Lilienthal and Wendell L. Willkie, the head of the Commonwealth & Southern private utility holding company, that Willkie—though loser to Lilienthal—emerged as the built-up Republican candidate for the presidency.

He was a man of much greater stature, let it be acknowledged, than his six-year fight to block TVA indicated. Now we have traveled so far that only Sen. Goldwater would move toward a presidential nomination with the wisecrack that the only thing to do with TVA was to "sell" it.

TVA's steam plants now produce more power than the hydro generators—but the steam plants wouldn't be here if the dams hadn't been built first, and TVA wouldn't have survived at all if its concept had not had such basic integrity that the whole world considers its realization a triumph.

AMONG OURSELVES

Lola Downs, long-time treasurer of the Los Angeles Guild and a delegate to many ANG conventions, retired this month from her job in the home-economics department of the Los Angeles Herald-Examiner. ANG's three top officers sent a telegram to a luncheon held in her honor July 1, extending "gratitude for the contribution she has made to the Guild during the many years she has served it." Mrs. Downs became treasurer of the Los Angeles Guild in 1954 after serving several terms as secretary.

Three Guild members are among 13 newspapermen to receive Nieman Fellowships at Harvard University for 1965-66. Among them is Robert Meets, stock-market reporter for the New York Times, the recipient of a new fellowship to encourage writers and editors of financial news.

The other Guildsmen to receive fellowships are Robert C. Maynard, a reporter on the York Gazette & Daily, and David Miller, a copy editor on the New York Herald Tribune.

Clarence Hunter, a former executive-committee member of both the Washington and Gary Guilds, has been appointed public-information officer of the U.S. Civil Rights Commission. Hunter, most recently a reporter for the Washington Star, was Human Rights Committee chairman at Hunter ANG's 1957 and 1959 conventions and was a recipient of the Gary Local's annual award for Guild service.

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