

Convention Asks 4-Day Week, Increases Wage Goal To $270

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ITU Agrees To Meet Guild To Discuss Co-operation

ANG officers and leaders of three major Guild locals will meet with officers of the International Typographical Union in Washington Aug. 10 in an attempt to overcome recent differences between the two unions and establish a course of interunion co-operation.

The meeting was arranged after the ITU Executive Council

Text of IEB Statement ... Page 12

accepted a proposal from ANG's International Executive Board for an immediate conference to "work out mutually acceptable solutions to our common problems and lay the groundwork for effective and continuing interunion co-operation in the years ahead."

The IEB's proposal was contained in an eight-page statement prompted by concern over heightened tensions between the ITU and the Guild during the past year, culminating in the ITU's actions in Baltimore, where the ITU ordered its members to return to work across Guild picket lines and then issued an 1,800-word statement seeking to justify its action by citing Guild actions in Toronto and elsewhere.

The ITU statement, issued by the ITU Executive Council and published in the June 10 ITU Review, called the Guild a "piggy-

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Convention Spotlight

The Detroit Convention, in addition to major bargaining, financial and election actions did the following:

- Heard ANG President Arthur Rosenstock call for legislative curbs on newspaper monopoly ... Page 4
- Urged Guild locals to rededicate themselves to the struggle for full equality of employment opportunity ... Page 3
- Heard Sen. Philip Hart discuss the press and politics ... Page 6
- Heard UAW Secretary-Treasurer Emil Mazey call for the United States to negotiate with the Viet Cong ... Page 6
- Urged locals to heighten their activity on behalf of anti-strikebreaking and other legislation ... Page 6
- Heard Ben D. Segal urge the Guild to help train Negro newspapermen as well as get them jobs ... Page 3

3 Top Officers Re-elected; 7 Vie At Large; 3 Regional Races Set

Detroit, Mich. — Contests for six at-large vice presidencies and three regional vice presidencies developed at ANG's Detroit Convention. They will be decided in a membership referendum Sept. 22 through 27.

ANG's three top officers — President Arthur Rosenstock, Executive Vice President William J. Farson and Secretary-Treasurer Charles A. Perlik, Jr. — were re-elected without opposition.

James P. Bennett, president of the Los Angeles Guild, was elected West Coast regional vice president, succeeding Robert J. Hickey who retired. Richard P. Lane was re-elected Southern regional vice president, and Bernard W. Stein was returned as vice president for the New York metropolitan area.

Seven candidates were nominated for the six at-large vice presidencies, precipitating a general contest.

Running will be Jack Dobson of Toronto, George M. Muldowney of Wire Service, Robert D. Nordin of Vancouver-New Westminster, Barney Peterson of San Francisco-Oakland, Kenneth E. Rieger of Toledo, Marshall W. Schiewe of Chicago and Noel Wical of Cleveland.

Dobson, Muldowney, Rieger, Schiewe and Wical are incumbents. A sixth incumbent, Harvey H. Wing, announced before the convention that he would not be

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Model-Dues Ceiling Is Raised In 4 Steps

Detroit, Mich.—ANG's 32nd Annual Convention this month instituted major advances in the Guild's bargaining program, calling for a four-day, 28-hour week to blunt the effects of automation and raising the Guild's wage goals to $270 for key classifications and $135 for all adult employes to keep pace with prices and productivity.

The convention took these other major actions:

► Extended the upper limits of ANG's model dues schedule, raising the top in four annual steps from $5 for employes earning $95 and over to $10 for those earning $195 and over.

► Called upon ANG to intensify its efforts to promote a long-term policy of interunion co-operation while protecting Guild jurisdiction, and applauded the announcement that the Executive Council of the International Typographical Union had accepted an International Executive Board proposal for a top-level meeting to iron out Guild-ITU problems.

► Re-elected President Arthur Rosenstock, Executive Vice President William J. Farson and Secretary-Treasurer Charles A. Perlik, Jr., returned Regional Vice Presidents Richard P. Lane and Bernard W. Stein to their posts and elected James P. Bennett, president of the Los Angeles Guild, to succeed Robert J. Hickey as West Coast regional vice president.

► Nominated six incumbents and Robert D. Nordin of Vancouver-New Westminster for six at-large vice presidencies and set up three regional contests: incumbent Daniel A. McLaughlin of North Jersey versus Charles Leveroni of Boston on the East Coast; incumbent James B. Woods of St. Louis versus Fred T. Kearney of Youngstown in the Midwest, and Nada Bozinoff of Toronto versus Robert J. Rupert of Ottawa in Canada.

A total of 223 delegates from 60 locals gathered in the Sheraton-Cadillac Hotel for the July 12-16 convention.

Finances

The revised model dues schedule, designed to put Guild locals on a sounder financial footing and reduce inequities, was adopted after an unsuccessful effort to amend the dues ceiling to $13.50.

Pointing out that the model schedule has not been subjected to "major overhaul" since its adoption 16 years ago, the convention said extension of its upper limits was necessary to "ensure the financial stability of our locals" and "reflect 16 years of wage gains to members and as many years of soaring costs to local Guilds."

It approved a revised schedule recommended by the International Executive Board but changed the effective annual dates for putting its four phases into effect from Aug. 1 to Oct. 1.

The changed dates were recommended by the convention's Finance Committee, headed by Joe Holt Anderson, Jr., of Washington.

Following is the schedule for

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Bargaining

The convention, in addition to fixing the goal of a 28-hour week and raising the Guild's wage goals, made a five-day, 35-hour week mandatory in Guild contracts barring specific permission from the International Executive Board.

Warning that "it is later than we think," the convention declared:

"The automated age is bearing increasingly down upon us. To spread the benefits of both work and leisure as well as to protect against the hardships of adjustment in this age, it is necessary for us to attain greater purchasing power and a shorter work week.

"It is equally important our members be protected as to jurisdiction and displacement in an era that has produced the greatest prosperity in history for the newspaper industry but with it loss of jobs for those who helped create this prosperity and now should share in it."

The convention, in a collective-

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Michigan U., Hofstra Win Council Contest

Detroit, Mich—Student papers from the University of Michigan and Hofstra University at Hempstead, N.Y., are the winners of the Conference of District Councils' first nationwide collegiate press contest.

They were selected from among winners of five district-council contests in judging held at the Guild's 1965 Convention, topping a list of 300 college papers entered in contests sponsored by the Empire State, Middle Atlantic, Midwest, Southern and Pennsylvania-Ohio-Indiana councils.

The Michigan Daily was declared the winner among large-college papers; the Hofstra Chronicle won top honors in the small-college category. The judges were International Vice Presidents Robert J. Hickey and Harvey H. Wing and David J. Eisen, associate editor of the Guild Reporter.

The convention recommended that all councils hold contests next year, and the Conference announced that the Canadian, New England and California-Nevada councils are expected to participate. It asked the International Executive Board to allocate funds annually for trophies to be given the two national winners.

In another action at its annual meeting, the Conference recommended by a 9-to-4 vote that the IEB approve reaffiliation of the Buffalo Guild with the Pennsylvania-Ohio-Indiana Council.

The move was opposed by delegates of the Empire State Council, from which Buffalo recently resigned. But conference delegates approved it after hearing Richard Batzer, Buffalo president, present the local's reasons for changing council affiliations for the third time since 1951.

Conference delegates, however, renewed a plea for guidance from the IEB on the criteria to be used in determining district boundary lines and the basis on which locals should be allowed to switch councils.

Robert Golden of Middle Atlantic was re-elected president, and Mitchell Kaidy of Empire State was elected secretary.



PREPARING THE VERDICT: Judges scrutinize sectional winners in the Conference of District Councils' college newspaper contest to select national winners. From left, International Vice President Robert J. Hickey, David J. Eisen, associate editor of the Guild Reporter, and International Vice President Harvey H. Wing.

Ottawa Wins Bid For '67 Convention

Detroit, Mich.—ANG's 1967 Convention will be in Ottawa.

The Ottawa Guild's invitation to hold the convention in the Canadian capital during the nation's centennial celebration was accepted unanimously by the Detroit Convention.

The Montreal and Vancouver-New Westminster Guilds, which had made bids prior to the convention, bowed out in favor of Ottawa early in the week. The Cleveland Guild, a late contender, made an official bid on the convention floor but withdrew it "in a true spirit of international co-operation."

However, Jack Weir, Cleveland's executive secretary, announced that "we will be back for '68."

The convention voted to extend Ottawa the same terms for holding the convention as the Washington Guild was granted for 1966. Washington will receive a sum equivalent to the full convention registration fee—approximately $5,000—in return for an agreement not to use outside help to finance entertainment.

The International Executive Board voted before the convention to withhold any constitutional change making the arrangement permanent until the Washington experience can be assessed.

IT SEEMS TO US

Midwest District Council Backs Woods, Schiewe

GARY, IND.

Editor:

Lest there be left any doubt about the support for the re-election of Jim Woods as Region 3 vice president and Marshall Schiewe as an at-large member of the International Executive Board, let it be known by all that the Midwest District Council, in Detroit on July 15, 1965, reaffirmed its dedication to the task of seeing these two able men returned to the board.

We of the Midwest District Council left Detroit unanimously determined to see this pleasant chore through to fulfillment for the continued good of Guildsmen and Guildswomen everywhere. We shall be seeking the votes of all members in attaining these goals.

GEORGE LINDBERG
Secretary
Midwest District Council

Vote For Woods Urged By Chicago Delegates

CHICAGO, ILL.

Editor:

Jim Woods again is our choice for vice president from Region 3. We are unanimous in this choice. We respectfully ask Guildsmen in West Virginia, Ohio, Indiana, Illinois, Michigan, Wisconsin, Minnesota, North Dakota, South Dakota, Nebraska, Kansas, Iowa and Missouri to join us in turning out the vote for the man from St. Louis.

Jim's contribution to the Guild, his local, the region and the international has been long and sustained. His balance and wisdom in counsel, his devotion to problems and interests of our broad region, his quiet strength in crisis and in argument are known and highly valued among Guild leaders and members in many states. On the International Executive Board he is an asset for which there can be no substitute.

Jim Woods should have an overwhelming vote. We urge you to work to make it so.

MARSHALL W. SCHIEWE
JAMES WAGNER
GENE SORRELLS
EDWARD GILBRETH
LLOYD GREEN
JUSTIN F. McCARTHY, JR.
Chicago Convention Delegates

Hawaii's Administrator Hails Nordin Candidacy

HONOLULU, HAWAII

Editor:

The Hawaii Newspaper Guild has just marked its second anniversary of a 44-day strike. The reason for its high degree of success was because of the inter-union cooperation and trust created and practiced here in Hawaii.

The many miles of the warm Pacific and the mainland have not spared Hawaii the embarrassment of having an IEB international vice president cross and work behind a picket line—no matter what explanations and rationalizations are given for his actions.

With this in mind, I'm glad to see an alternative in Robert D. Nordin of Vancouver. Here is a Guildsman that I know and respect for what he has done and stood for in Vancouver. With Bob, the American Newspaper Guild can rebuild its interunion relations again.

FRED LEE
Administrative Officer
Hawaii Guild

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 attack 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.

Dobson Seen Needed As 'Loyal Opposition'

BUFFALO, N.Y.

Editor:

I regret being this late in adding my voice to the defense of Jack Dobson. In addition to having been out of town when the Monroe "issue" broke, I remain consistently 15 days behind publication date in receipt of the GR.

It's more than passingly significant to note that a "dump Dobson" move was nascent at least a year ago this time among the ANG-administration patsies. How convenient, the timing of this brouhaha, so close upon biennial elections!

I heard the administration "explanation" of the Toronto situation, off the record, at a recent POI meeting in Cleveland. It amounted to a castigation of Toronto members who are right on the firing line for not practicing civil disobedience (and accepting the consequences thereof), while those same critics admitted not having the temerity to openly advocate such civil disobedience and further, righteously and Pilate-like, said they could only wash their hands of the matter publicly.

Dobson has many friends in Buffalo, and I, as one of them, urge his re-election to the IEB as a necessary voice of loyal opposition which ought not be sacrificed to the yes-men and rubber stamps.

JEAN D. HARTNETT
Buffalo Guild

Shelton Is Corrected On Reagan Sponsor

UTICA, N.Y.

Editor:

Your great liberal voice, Willard Shelton, is getting his facts twisted. I never realized Ronald Reagan worked for General Motors on TV. I thought it was General Electric.

If Shelton ever finds anything good to say about Conservatives, send me an extra copy of the Reporter. I want to frame it.

I hope we're not paying for that "column."

JOE RAY
Utica Guild

Guild Urged To Seek Perch On Right Wing

BRIGHTON, MASS.

Editor:

I believe Mr. Shelton has got himself carried away again over the Conservatives and the GOP.

He continues using one-sided arguments by only mentioning the Liberal Party in New York, which has painfully grown to 400,000 votes over 20-30 years, yet he fails to mention the three-year rise of the Conservative Party to what may the No. 3 spot there this year.

As for Ronald Reagan, he has proven himself a good American and Republican time and again. He deserves a chance to prove himself in California; if he runs a good race, the '68 presidential nomination is all for his asking.

However, Mr. Shelton has nothing more to say about his idol, Lyndon Johnson. He told us Goldwater would get us into a war, yet Johnson has done just this while refusing to say he wants victory over communism. The American people deserve something better.

A word of warning to the Guild is in order. We must not shut ourselves out from any changes that will take place in America over the next 20 years. The Guild must not become partisan; it must have a voice in the Conservative movement.

RICHARD BERGMAN
Boston Guild

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Convention Asks Top Priority For Fair Employment

Detroit, Mich.—Launching a new phase in the Guild's fight for human rights, the Detroit Convention called on all locals to give the Guild's goal of equal employment opportunity "the same priority, the same unremitting vigilance that we have always given to the improvement of our wages and working conditions."

The convention pointed out that the Guild "has always been prepared to pursue grievances and arbitrations—to strike, if necessary—in behalf of persons . . . who have been unfairly discharged or demoted."

"We must now, in order to do our part to see that the Civil Rights Act is carried out, concern ourselves with the person who is not hired, the person who is not promoted," the convention declared.

"Earnest, active Guild human-rights committees are functioning in Seattle, Toledo, St. Louis, Memphis, the Twin Cities, New York, North Jersey and other Guild locals," the convention said, adding that Negroes are being hired in significant numbers and in responsible positions on many newspapers and magazines.

The report, drafted by a committee headed by Leonard Weeks of New York, cited other signs of progress, including hard work by many locals to obtain and enforce fair-employment clauses in their contracts, and wide distribution of the Guild's pamphlet, "Careers for Negroes on Newspapers," among Negro students all over the United States.

But at the same time, it said, "in many Guild locals progress toward equal employment opportunity has been slow or nonexistent."

"Not all locals," it said, "have formed committees to work for human rights as recommended by convention after convention. Last year, only 15 locals even returned ANG's human-rights questionnaire.

"If this country's progress in human rights is to continue and create for our children the kind of country that they sing about in their schools, we must do much more.

"Pamphlets are not enough. Convention resolutions are not enough. Our human-rights program must be part of our daily lives, part of our daily relations with our employers, with our union and with each other."

Urging that the ANG's memorandum on suggested approaches to the hiring of minority-group members be used "to the fullest extent possible," the convention also recommended that:

► Locals insist that fair-employment clauses be added to contracts, then enforce them fully, not only in hiring but in promotion, as well.

► Both ANG and Guild locals continue to compile files of job applicants from minority groups.

► Locals appoint human-rights committees and maintain a "continuing dialogue" with their employers on equal employment opportunity, urging employers to hire and promote on the basis of ability.

► ANG and locals "continue to demonstrate their commitment to the civil-rights struggle in every way possible."

Entry Quotas Hit

Detroit, Mich.—The ANG Convention called for an end to the national-origins quota system governing immigration, which it said has "discriminated unfairly against potential immigrants from South and Central Europe."

The convention urged the adoption of one of several bills now before Congress to reform the immigration laws and "enhance the tradition of welcoming to the United States those who can contribute to its growth and prosperity."

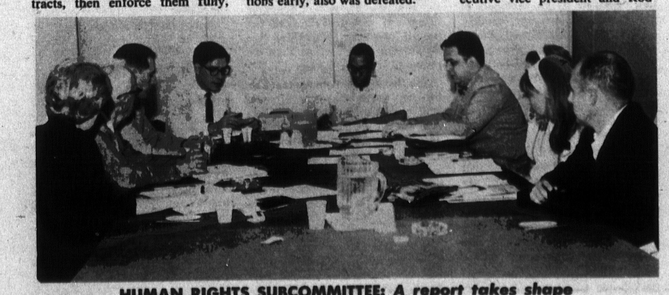
2 Efforts Fail To Overturn 1-Vote Rule

Detroit, Mich. — A controversial 1964 Convention rule change limiting delegates to voting on a single major committee weathered a challenge at the 1965 Convention.

The rule, one of 17 placed before the convention by a committee headed by Orval R. McGuire of Toronto, was upheld unchanged after two unsuccessful attempts to amend it.

The convention defeated an amendment proposed by Richard L. Batzer of Buffalo, who urged that a delegate be allowed to vote on two committees so that smaller locals could spread their forces more widely.

An amendment proposed by Joe Holt Anderson, Jr., of Washington, which would have allowed a delegate to seek assignment to a second committee if his original committee finished its deliberations early, also was defeated.



HUMAN RIGHTS SUBCOMMITTEE: *A report takes shape*



REUNION WEEK: Three former top officers of ANG exchange reminiscences with Executive Vice President William J. Farson, left, at the Detroit Convention. They are ex-Secretary-Treasurer William W. Rodgers, second from left, and ex-President Milton Murray, third from left, who were elected together after the Guild's last Detroit convention in 1941, and former Executive Vice President Ralph B. Novak, who was Farson's immediate predecessor.

Detroit 24 Years After

Murray Revisits '41 Battleground

Detroit, Mich.—The ANG Convention welcomed three former international officers who played significant roles in the Guild's development: Milton Murray, William W. Rodgers and Ralph B. Novak.

Murray, now an organizing director for the Building Service Employes Union, recalled the turbulent Detroit Convention of 1941—held in the same room as this year's meeting—in which left-wing elements in the Guild's administration were challenged and later swept from office. Murray was elected to the first of three terms as president on a Pro-Guild Caucus slate.

The Pro-Guild Caucus forces were in a minority as the convention opened, Murray said, and since officers not only were nominated but elected in convention, "we feared we needed a miracle to win."

"And our miracle came," he recalled.

On June 22, the day before the convention opened, Hitler invaded Russia. The next morning when Murray, as president of the host local, called the convention to order, "Washington Boulevard was figuratively ankle-deep in ripped-up resolves," he said.

The Pro-Guild Caucus's winning strategy consisted of a constitutional amendment providing for election of officers by referendum, Murray said. Had the administration rejected the amendment, he pointed out, it still could have been submitted to referendum. "So they bought it," Murray said.

In the election that followed, Murray became the Guild's president, with Sam B. Eubanks executive vice president and Rodgers secretary-treasurer. Among the new IEB members was J. Ed Allen, now an ANG international representative.

"I take pride in the foundation we laid for succeeding administrations," Murray said. "But I take greater pride in what those administrations have done in building on that foundation.

"I take pride in what you are doing today. You are confronted with problems — automation, mechanization, technology changes—utterly beyond my comprehension. And you face them with boldness and determination.

"You have built and are still building a union in which I am proud to be a dues-paying member."

Rodgers, now a federal mediator, also greeted the convention. Eubanks, the third member of the 1941 slate, is now chief director of technical assistance in the U.S. Labor Department.

Novak, executive vice president from 1951 to 1955 and now manager of the Detroit Newspaper Industrial Credit Union, told the convention that although the problem of automation "has accelerated, I think it is a problem . . . that can be controlled by co-operation."

"I think today the idea of co-operation among Guild members and among the unions in the industry, and if I may be so bold as to say, between the publishers and the unions in the industry, is an overriding problem," he said.

"I think this is your biggest challenge," he declared, "and I think you can conquer it."

Other guests introduced to the convention included Gilbert Seldin, assistant to the director of the U.S. Mediation and Conciliation Service, and another Guild pioneer, William M. Davy, retired executive secretary of the Cleveland Guild.

'Heroic' Role For Guild Seen In Equality Fight

Detroit, Mich.—"The Guild has a chance to be heroic once again —as it was heroic once before—" in today's fight for equal employment opportunity in the newspaper industry, the Detroit Convention was told by Ben D. Segal, special assistant on employment to the President's Council on Equal Opportunity.

Commenting on the Guild's human-rights program, Segal said, "I think the Guild can do an especially effective job with employers."

While citing the Guild's "distinguished record" in the field of human rights, Segal quoted from a convention report that said only 15 locals returned ANG's human-rights questionnaire last year.

"How can the goals of the Guild's leaders be effective if there is such apathy at the local level?" he asked. "For it is at this level that meaningful steps must be taken.

"I know how easy it is for a union to say, "Well, the employer does the hiring, and we don't have to worry about it,' but the union can play a very vital role in terms of seeing that more Negroes are hired."

Segal, on leave as director of national and international affairs for the International Union of Electrical Workers, called attention to the parallel between the Negro Revolution today and labor's revolution in the 1930's.

"Then it was a struggle for recognition, for decency and dignity, waged by the early CIO unions, including your own union," he said. "Then, too, many people were horrified at the strikes, at the sitdowns and the demonstrations."

In both revolutions, Segal said, "the goal was the same. And to the men and women of the trade-union movement," he declared, "the Negro Revolution should have a special poignancy."

And yet, he said, some unions are pursuing a negative course in relation to the civil-rights movement, while others "at best are guilty of the sin of omission."

Segal urged the Guild to "explore the possibilities of an ANG fellows program" for Negro journalism students.

"I think foundations can be approached for setting up a training program for promising Negro journalism students," he said, "for giving extra training to young Negroes to enable them to enter the field and to take away the excuse that so many papers use, that "we just can't find qualified Negroes'."

ROSENSTOCK



'Action Needed To Curb Mergers'

A RENEWED call for congressional action to stem the tide of newspaper mergers and monopoly was issued by ANG President Arthur Rosenstock in his address to the Detroit Convention.

Rosenstock asked the convention to reiterate the Guild's call for legislation that would require advance notification to the Justice Department of newspaper mergers and enable a noncompetitive purchaser to buy a failing paper at its fair market value to forestall a monopoly sale. The convention later did so.

The Guild's proposed legislation, Rosenstock said, would empower the Justice Department to take "corrective action to halt ruthless cannibalism by our press lords and a few of the lesser peerage."

The Guild is simply proposing, he said, that Congress provide a "guardian waiting period" before "a precious heritage can be further diminished by publicide of the press through merger, monopoly and peculiar amalgam."

"This is our fourth try," Rosenstock said in noting that previous conventions had issued the same call, "and if we don't try, who will? This burning issue cannot be illuminated with half-lit fires and certainly not by banking them.

"The saga of the Lorelei, with none of her blonde seductive beauty but all of the jagged rocks, still perils the stout ship 'Freedom of the Press,' further bedeviled by the lurking privateer 'Free Enterprise,' flying the 'Jolly Roger,'" he said.

Rosenstock suggested that Congress also examine the Guild's five-year-old proposal to subject newspaper sales to "the higher percentages of the graduated income tax rather than invite their sale by the irresistable lure of the 25-percent capital-gains windfall."

"If Congress may not, under the bar of the First Amendment, abridge the press," he asked, "shall it continue to stand idly by while calloused, grasping men continue to maim and plunder that which is forbidden *them*?"

Rosenstock recalled that several years ago a Senate group probing press monopoly declared that "it is not too far-fetched an interpretation of the First Amendment to say that Congress has an obligation to maintain a diversely controlled newspaper industry."

He noted that, in the year preceding the Guild's 1964 Convention, four newspapers "were expunged as you crush a beetle with your heel—and three of the voices were stilled swiftly in the dead of night."

In Detroit itself, he noted, the folding of the Times several years ago demonstrated the need for "a Guild shield against these deadly marauders."

"Similar shadows are looming long at this moment in New York," he said, "where reportedly three or four publishers are secretly playing chess with the lives of their papers and the army of pawns that would be sacrificed to protect the kings."

The Justice Department, he noted, first called for records of the merger talks and began querying publishers on them, then agreed to set aside the demand for records if the publisher agreed to notify the department 10 days in advance of any consolidation.

While noting that the Justice Department is currently proceeding against four newspaper mergers in other cities, Rosenstock cautioned that "the final score is not yet in."

The department, he said, has initiated only seven antimerger actions since World War II, during a period in which some 50 dailies have gone down.

"Even our poor Mets, in the cellar, can boast a better record," he said.

In contrast, Rosenstock cited

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FARSON



'We Need Strength Of United Action'

A "NEW dedication to true interunion co-operation" was called for by Executive Vice President William J. Farson in his report to the Detroit Convention.

Voicing the hope that "we will not be required to waste our assets and time fighting with our craft-union brothers," he warned that "public name-calling will help only the publishers."

"Now as never before," he declared, "we all need the strength of united action."

Farson noted that the International Executive Board had proposed a meeting with the International Typographical Union to resolve current problems and prepare the ground for "effective and continuing interunion co-operation."

"If effective co-operation among the unions in the newspaper industry cannot be achieved," he said, "we will have no alternative to taking whatever steps may be necessary to protect our union and the jobs of our members.

"ITU international officers have accused the Guild of taking over ITU jobs and jurisdiction," Farson noted. "Let's make it as plain as we can that we are not interested in seeking the jobs or bargaining rights of the ITU or any other newspaper union, but we are just as emphatic that we are not going to stand still for anyone else taking over our jobs and bargaining rights."

During the past year, Farson reported, "with few exceptions, co-operation at the local level has been good.

"I'm sorry to say," he continued, "that this has not always been the case at the international level."

"No organization has tried harder to bring about interunion co-operation at both levels than has the Guild. By persistent effort we brought about the first unity meetings of the newspaper unions.

"Considerable effort was spent trying to set up workable machinery for co-operation. The fact that it has not always produced positive results cannot be laid at the door of the Guild.

"I was shocked by the ITU's actions in Baltimore and surprised that a trade union with the ITU's history would seek to justify crossing another union's picket lines by attacking that union as it did in its official publication.

"We have no intention of entering into a series of charges and countercharges with the ITU, but we must put the record straight, and we have done so by means of a statement by the IEB.

"I take no pleasure in airing our differences publicly. However, we have no fear of matching score cards with any other union in the industry."

Turning to other problems, Farson cited bargaining gains of the past year but warned that "nothing at this time . . . should give us reason to become complacent."

"Automation problems have not been resolved," he pointed out. "In fact, after two rounds of bargaining in New York, the problem is more acute than it was two years ago."

"Practical achievement of the $200 wage goal brings us to the point of deciding where we go from here," Farson said. "Some say let's raise our sights. I prefer to say let's keep our eyes on the target.

"To meet the $100 goal of 1946 now requires $270 in 1965 dollars after cost-of-living and productivity factors are computed. We still have a long way to go if we are to achieve the target we set for ourselves 20 years ago.

Noting that newspaper profits, growth and advertising revenue "broke all previous records" in 1964 and that "all signs point to more of the same," Farson declared that "the industry can well afford our modest demands . . . modest in terms of what other em-

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PERLIK



'Defense Fund Ahead Of Schedule'

THE Guild is well ahead of schedule in its climb toward a two-million-dollar International Defense Fund, Secretary-Treasurer Charles A. Perlik, Jr., told the Detroit Convention.

Perlik reported Defense Fund assets at $1,200,000 as of July 1.

Looking ahead to September of 1967, when a new Defense Fund floor of $1,500,000 becomes constitutionally effective, Perlik declared:

"With $1,200,000 as a starter and 26 months of regular income at approximately $27,000 a month to add to it, we will reach Sept. 1, 1967, with Defense Fund assets of $1,900,000 if there are no emergencies in the interim.

"Nobody really expects that happy state of affairs," he added, "but a cushion of $400,000 is a nice place from which to approach our goal."

Perlik said the Guild's achievement under trying circumstances of a million-dollar Defense Fund goal in May, together with the negotiation of its first $200 top minimum for a basic newspaper classification, constituted two of the Guild's greatest milestones.

In its speed and resoluteness in meeting the million-dollar goal, Perlik said, "our membership demonstrated anew that given the right reasons and the proper cause, it is equal to the task.

"We should never again underestimate the capacity for conviction possessed by the members of the American Newspaper Guild."

The goal was achieved, Perlik pointed out, despite the payment of more than $600,000 in benefits to Guild members on strike or involved in other unions' strikes.

"This was the highest Defense Fund expenditure in our history, save only for the 1962-63 fiscal year, when the New York and Cleveland strikes occurred," he said.

With the achievement of the million-dollar floor, Perlik noted, the Guild last month began to pay increased strike benefits.

Experience during this brief period has confirmed the anticipation that the Guild's new assessment schedule "will not produce increased income in the same percentage as the cost will go up under the new benefit formula," Perlik said.

"The new assessment schedule brings in about $105,000 per month," he said, "something like 46 percent more income than the previous schedule brought in."

He reported that benefits under the new schedule were 75 percent higher in Baltimore, 73 percent higher in Terre Haute, and 76 percent higher in Toronto.

Citing last year's "major and massive overhauling job" on international financing, Perlik urged adoption of a new model dues schedule to "extend and complete this job through the local level."

Although "90 percent of our members now pay dues on schedules whose top goes beyond $5," Perlik said, "some 35 to 40 locals, covering about 2,000 members, still attempt to carry out a trade-union job with inadequate financing.

"A $5 dues top, with only 40 percent of it left for local operations after per-capita fees are paid, simply won't get the job done," he declared. "It is time the model dues schedule was changed to meet the changed times.

"We have geared our bargaining to the $200 minimum for a long time now. Last year we geared our assessment schedule to that figure, too.

"It's time now to gear our dues to $200 as a start toward the ultimate goal of a more equitable system under which a member's dues are a more accurate reflection of his earnings."

Increased income under the Guild's new per-capita formula, Perlik said, should permit a re-

(Continued on Page 10)



RESOLUTIONS COMMITTEE: *The debate waxes*

Effective Communication Seen As Main Key To Guild Success

Detroit, Mich.—Effective communication of ideas is not only the heart of the news industry but the key to the success of the Guild, the Detroit Convention declared in its research and information report.

In its continuing effort to improve internal communications in the Guild, the convention said, ANG's Research and Information Department should continue its study of the utility of establishing a leaflet exchange and distributing regular monthly bulletin-board material for use by locals.

"What is done to solve a problem or meet a need in one local often can lead the way toward a solution in another local," the convention said.

The department also was urged to give priority in its publications activities to the preparation of a new basic Guild brochure and to the revision of existing manuals.

Publication of a "basic brochure outlining the nature, accomplishments and advantages of the Guild . . . should be undertaken at the earliest possible time," the convention said, adding:

"This should be coupled with efforts by individual locals to produce and distribute brochures of their own."

The new editions of basic Guild manuals should include supporting arguments for key contract provisions in the Collective Bargaining Manual, the convention said.

The convention recommended that the R&I Department, in its series of regional institutes, emphasize basic collective-bargaining methods and techniques "on a regular, recurring basis."

Such a program, along with sessions dealing with "other key problems," the convention said, would be of particular help to newer and younger members who have become involved in Guild activity.

"Rising new challenges confront the Guild in the field of automation, jurisdiction and relations with other unions," the convention said. "It is vital that ANG —through the R&I Department —continue to convey all pertinent, timely information to individual locals."

Keeping the lines of communication open is more difficult in the relationship between ANG and small locals, "some of which tend to drift out of the mainstream of Guild activity," the convention said.

"Special efforts should be directed toward bridging this gap," it declared, recommending that the R&I Department undertake a study of new methods to increase the flow of information between ANG and small locals.

Calling on Guild locals to give special recognition to "dedicated members who have given long hours to the cause of the Guild," the convention urged the establishments of local awards similar to ANG's Guild Service Award "to encourage and commend union efforts."

The report, drafted by a committee headed by Harlan Draeger of Kenosha, also asked the International Executive Board to "consider the feasibility" of publishing ANG convention proceedings for the years prior to 1940 and report its findings to the 1966 Convention.

Mellett Study Wins Praise

Detroit, Mich.—The progress of ANG's Mellett Project to further press responsibility won commendation from the Detroit Convention.

The convention's research and information report cited the recent establishment of the Lowell Mellett Fund for a Free and Responsible Press, a nonprofit corporation designed to implement the purposes of the late Scripps-Howard editor's $38,000 bequest to the Guild.

It recommended that ANG continue pursuing the purposes of the bequest along the paths presently being followed.

Convention Pays Tribute As 2 Retire From IEB

Detroit, Mich.—The ANG Convention paid tribute to two Californians retiring from the International Executive Board, expressing thanks for their years of service and regret at their departure.

In separate resolutions, the convention cited Harvey H. Wing of the San Francisco-Oakland Guild, who has served on the IEB for 10 years, and Robert J. Hickey of San Jose, who has served for five.

The convention cited Wing's "championing of pensions," which made him the first chairman of ANG's Pension Committee, and his work as chairman of the IEB Constitution Committee.

Hickey, the convention said, "has contributed unstintingly in his membership on key committees, including Collective Bargaining and Organizing, and as original chairman of the Human Rights Committee."

In a third resolution, the convention commended 25 years of "devoted work in the highest traditions of the American trade-union movement" on the part of Lola Downs, former secretary and treasurer of the Los Angeles Guild, who has retired from her job at the Herald-Examiner.

Humphrey Lauds Guild

Detroit, Mich. — The Guild and its achievements were accorded high praise from Vice President Hubert H. Humphrey in a telegram to ANG's 32nd Annual Convention.

"The Guild has continued to add to its long and impressive list of achievements," Humphrey said. "You have advanced the world's highest standards in your own great profession. In addition, Guild members have contributed to much wider horizons for the over-all cause of freedom.

"May I particularly commend Guild leadership in the cause of human rights and your teamwork with newsmen overseas. Long may the Guild flourish in its service to the free press, to the nation as a whole and to the cause of mankind."

'Early Warning' On Newspaper Mergers Urged

Detroit, Mich.—An "early-warning system" against newspaper mergers and consolidations was urged by the Guild's Detroit Convention in the wake of newly announced plans for an early-warning system on newspaper strikes.

At the same time, the convention, responding to a recommendation by ANG President Arthur Rosenstock, repeated previous calls for Congressional action to require a waiting period "before press competition can be further diminished by monopoly, merger or suspension."

Just before the convention opened, Phoenix, Ariz., became a nonopoly city with the closing of the Phoenix American.

Noting that a joint committee of four newspaper craft unions and the American Newspaper Publishers Association has been formed to study an early-warning system on strikes, the convention declared, that "mergers . . . and consolidation of operations are greater threats to the welfare of the newspaper industry and of its employes than strikes."

Advance information on mergers, the convention said, would give the industry, its employes and the public "an opportunity to take steps to prevent damage to their respective interests." A similar recommendation, calling for study by ANG officers of an early-warning system on mergers, also was embodied in the convention's collective-bargaining report.

Since its 1962 Convention, the Guild has urged the introduction of a bill that would require 60 days' notice to the Justice Department before a monopoly newspaper merger could be effected and that would enable other purchasers to buy a failing paper at fair market value to forestall its sale to a competitor.

In another resolution, the Detroit Convention urged Congress to amend Small Business Administration regulations to make it easier to launch new newspapers.

Citing rapid advances in technology that are "hastening the day when small businessmen may be able to establish and operate small newspapers," the convention called for revision of present regulations, which prohibit government loans to newspapers.

The actions were recommended by the Convention Resolutions committee, headed by James Bennett of Los Angeles.

Links Forged By Scripps, Gannett Units

Detroit, Mich.—Delegates representing papers in the Scripps-Howard and Gannett chains strengthened their own links at the Guild's Detroit Convention.

Scripps - Howard delegates, meeting for the first time in several years, named Richard Wanek, new administrative secretary of the Denver Guild, as the central authority for gathering and disseminating information on Scripps-Howard contracts, bargaining, wage trends and other data.

Gannett delegates reorganized the Gannett Conference of Guilds, electing Barbara Finkelstein and Ted Serrill, both of the North Jersey Guild's Plainfield Courier-News Unit, as president and secretary, respectively.

The Gannett Conference laid plans for closer liaison and "mutual problem-solving" and announced that it will seek to initiate talks with other newspaper unions at the Gannett papers with a view to gaining their co-operation in contract negotiations.

Circulation - department delegates from 12 locals also met during the convention and suggested that a preconvention panel on circulation problems be held the day before next year's convention.

The delegates asked locals to re-emphasize the Guild's program of wage parity for key circulation employes with reporters and advertising salesmen. All locals with circulation employes also were to fill in and return ANG questionnaires intended to provide information on circulation job classifications.

Next Issue

More convention pictures, including committees at work.

Guild, ITU Seek Units At Hawaiian Weekly

Lihue, Hawaii — The Hawaii Guild and the Hawaii Typographical Union are awaiting a decision by the National Labor Relations Board on the appropriate units for representation elections at the weekly Garden Isle News.

The Guild has petitioned for a unit of 12 editorial, advertising and business-office employes, and the Typographical Union is seeking a unit of 29 printers. The company has asked for an enlarged printers' unit embracing part-time employes.

The issue was referred to the NLRB in Washington following a hearing here last month.



SAYING IT WITH GLASSES: Criminal Court Justice M. Michael Potoker, left, former secretary-treasurer of the New York Guild, receives a set of ANG glasses from President Arthur Rosenstock as a convention guest.

For Better Or For Worse

Hart Offers Counsel On 'Stormy Marriage' Of Press, Politics

Detroit, Mich. — Some of the pitfalls as well as the strengths of the "stormy marriage" between the press and politics were outlined by Sen. Philip A. Hart, Michigan Democrat, at the ANG Convention's traditional banquet.

It is a marriage both of convenience and of necessity, he indicated, because, while the politician is valuable to the reporter as a source of news, he is also dependent on the press, since "no politician can hope to get through to his constituents without the mass media."

One of the dangers of the marriage, Hart said, is the press's "weakness for the capsule drama," which he said offers politicians "a short, easy route to publicity."

The ingredients, he said, are "a hint of wrong-doing, a . . . simplified accusation that fits into a short, punchy lead, a colorful quote or two, some witness objecting to some aggressive questioning, a couple of nationally . . . known organization, a righteously indignant public official."

They can be mixed "in almost any combination and the result is irresistible to news editors everywhere," he declared.

Hart added that another weakness is the search for a quick answer, which he said leads newsmen instantly, after a major government decision has been announced, to search for "senators who will instantly brand it either as a disgrace or extol it as an epic act of extraordinary wisdom."

On the other hand, Hart said, the press did "a superlative job . . . in generating a very real public demand that . . . the Dominican problem be shared with the Organization of American States."

Citing contrasting examples of the power of the press, he pointed to the presidential campaigns that saw the election of former President Truman, who claimed press discrimination, and the defeat of Barry Goldwater, who made similar claims.



SEN. PHILIP A. HART
'Convenience and Necessity'

"I think it was a good evaluation of the politicians in question," he said.

"It is not the power of the press that counts," he asserted. "It is the power of the people that the press can reach."

On slanted news stories, Hart quoted the New Yorker's E. B. White, who said: "All news stories are bound to slant the way the writer leans, and no man is perpendicular, although most of them may be upright."

The slanted news story itself "isn't inherently bad," Hart said, as long as the slants "continue to come from so many different directions that the reader gets a chance to sift and sort in order to find out what the score is."

"Slanting only becomes dangerous when all the press gets its twist from a single source," he said. "From a government press system, for instance."

The press does not always match its "superlative job" on the Dominican crisis, he said, "no more than politicians do."

"It has been my observation," he said, "that most Washington newspapermen, while very capable, tend to be overworked and overextended. . . . I believe also that most of them are underpaid."

Hart saluted the Guild's role in the newspaper industry, saying:

"The American Newspaper Guild, in good years and bad, has played an unusual role in the development of American thought, and we in Detroit take very real pride in the quality of leadership that Detroit newspapermen have given to the Guild."

Guild Locals Warned On Off-Year Apathy

Detroit, Mich. — Important political gains can be lost in an off-election year through negligence or apathy, the Detroit Convention warned, declaring that "this must not happen in 1965."

Elections in nine states and more than a thousand cities this fall must not be taken lightly, the convention cautioned in its political-action report. The capture of state, county and municipal offices by a resurgent right wing could set the stage for the enactment of more "right-to-work" laws and damage the prospects for antistrikebreaking laws, it said.

At the same time, the convention said, success in this fall's elections would set the stage for a right-wing takeover bid in 1966.

Among specific legislation needing support from Guild members, the convention said, are the following:

► A federal antistrikebreaking bill designed to put the professional strikebreaker out of business.

► The scrapping of "right-to-work" laws by repeal of Section 14(b) of the Taft-Hartley Act.

► A pending "right to-know" bill, which would give any citizen the right to go to court to force a public official to justify the denial of access to public records.

In Canada, the convention noted, a national pension plan covering virtually everyone in the country will take effect next January. "Every Canadian Guild local must decide how the Canada Pension Plan, mandatory over and above private plans . . . will fit in with its company plan," it declared.

The Guild's quota of contributions to the AFL-CIO Committee on Political Education this year is $3,050, the convention noted. This is $300 higher than last year, when the Guild fell $1,444.45 short, although it contributed an additional $1,095 to the special AFL-CIO Voter Registration Fund.

Delegates contributed $335.35 toward the quota in a collection on the convention floor.

Warning that COPE is facing "its most strenuous campaign ever in an off year," the convention recommended that all U.S. locals and district councils make treasury contributions to the fund and that "every effort be made" to obtain full subscription of the Guild's quota of voluntary membership contributions to COPE.

Following recommendations of its Political Action Subcommittee, headed by Elinor Redner of San Francisco-Oakland, the convention urged that:

► Locals lacking political-action committees appoint them and that "Guild members everywhere . . . be urged to express themselves as citizens on issues of public significance."

► Locals work for enactment of legislation affecting the Guild and its members and seek "to broaden the franchise" through revision of "outdated registration and voting requirements" and opposition to "attempts to circumvent U.S. Supreme Court reapportionment rulings."

The convention, in a separate resolution, opposed "all attempts to thwart the public right to know" and protested "all official actions that restrict communication between representatives of the news media and government at all levels."

Two other resolutions called special attention to the need for a federal antistrikebreaking law and elimination of the right-to-work option from the Taft-Hartley Act.

One said passage of the antistrikebreaking bill "would halt, throughout the nation, the activities of human vultures who fatten on the misery of American families."

Union-shop agreements are essential to help workers protect their union, the convention declared in its "right-to-work" resolution, stating that their elimination in 19 states has "encouraged employers to coax, bribe and intimidate their employes . . . in order to bring about the union's final destruction."

St. Louis, Salem Adopt Ban On Strikebreaking

Four more cities, including St. Louis and Salem, Mass., have enacted antistrikebreaking ordinances, bringing the nationwide total to 80. The St. Louis statute was enacted by a 26-0 vote.

The two other municipalities to act are Westville, Ill., and Martinez, Calif. The Martinez ordinance was enacted despite a statement by California's Atty. Gen. Jan Stevens that such statutes are invalid because state law preempts the field.

City officials in both San Francisco and Martinez have challenged the opinion.



POLITICAL ACTION SUBCOMMITTEE: *A lighter moment*

Mazey Hits U.S. Foreign Policy, Calls For Talks With Viet Cong

Detroit, Mich. — The United States should negotiate with the Viet Cong to end "a war we should not be involved in," Emil Mazey, secretary-treasurer of the United Automobile Workers, told ANG Convention delegates.

In a ringing attack on U.S. foreign policy, Mazey declared:

"President Johnson has repeatedly asserted that we are in Viet Nam and . . . the Dominican Republic to defend freedom and liberty. I disagree.

"There is no freedom in South Viet Nam. There is no liberty in South Viet Nam. There is no democracy in South Viet Nam. There is no representative government in South Viet Nam. There is no free trade-union movement in South Viet Nam. There are no elements of freedom or democracy existing in South Viet Nam at all.

"South Viet Nam is ruled by a military dictatorship. We have the coups, and . . . our government immediately recognizes one group of dictators that has replaced another group of dictators.

"We recognize them without condition . . . and we haven't yet asked the governments of South Viet Nam to establish the basic rules of freedom and give the people some hope for a better future."

Although President Johnson "talks about being willing to sit down in unconditional negotiations," Mazey said, "he has insisted that we will not meet with the Viet Cong."

Quoting press reports that the Viet Cong controls 90 percent of South Viet Nam, Mazey said:

"It is ridiculous and asinine and it is unrealistic to say that we are prepared for unconditional negotiations but yet are unwilling to negotiate with the people who control the country."



EMIL MAZEY
'No Freedom in South Vietnam'

As for the Dominican Republic, Mazey pointed out that the country's "only" constitutionally and democratically elected government," elected in 1963, lasted only a few months before being overthrown by "a similar dictatorship."

"We could hardly wait to recognize the military dictators," Mazey said. "But as soon as the group that wants constitutional government . . . that represents the only truly elected constitutional government in 30 years . . . attempts to push aside the dictators, Johnson sends 30,000 marines to maintain the dictatorship.

"I don't agree with George Meany when he says we have to support the President because the President has information that is not available to the rest of us. I think that is one poor way of making a decision as to whether or not a policy is right or wrong."

Pointing out that the President and the State and Defense Departments have expressed "surprise" after each of the Viet Nam coups, Mazey said:

"Can we have confidence, can we have blind faith, should we blindly follow without asking any questions, an administration that doesn't understand and doesn't know what is taking place in Viet Nam?"

Turning to problems facing the Guild, Mazey said, "I believe that it is essential and necessary that you develop a militant, aggressive organizing campaign to complete the job of organization of the unorganized workers in the newspaper field."

Mazey told the convention that "the best possible posture that people working for a newspaper could possibly put themselves in would be to organize an industrial union, with everybody belonging to one organization so you can use your united strength."

Earlier, the convention heard an address on ballot-box equality by August Scholle, president of the Michigan AFL-CIO, whose efforts helped bring about reapportionment of Michigan's Legislature.

He called on the Guild to join in the fight against the Dirksen Amendment, which he said would permit only one house of a state legislature to "represent people" while the other would represent "rabbits, jackasses, stumps and land."

The convention also heard Al Barbour, chairman of the Wayne County AFL-CIO Council, appeal for impartial reporting of labor news.

25-Hour Work Week Averts Joblessness For N.Y. Electricians, Says Van Arsdale

Detroit, Mich. — A 25-hour work week has enabled New York electrical workers to avert unemployment, ANG Convention delegates were told at a forum on "Leisure Time in the Automation Era."

Harry Van Arsdale, business manager of New York Local 3 of the International Brotherhood of Electrical Workers, outlined his local's experience in pioneering the five-hour day in New York's construction industry.

Convention delegates, who later incorporated a 28-hour week into ANG's bargaining program, also heard Howard Young of the United Automobile Workers' social-security department discuss early retirement, and Rudolph Oswald of the AFL-CIO Research Department discuss longer vacations.

The forum, moderated by Collective Bargaining Director J. William Blatz, included a report on the Guild's contractual achievements in all three areas by Robert Christofferson, executive secretary of the ANG Contracts Committee.

When the construction boom tapered off after World War II, Van Arsdale recounted, his IBEW local chose the route of a shorter work day to reduce unemployment.

"We suggested," he said, "that if [management] would co-operate with us in reducing the hours, we would be able to admit a thousand additional youngsters into our trade [including] a greater number of young Negroes and Puerto Ricans who were anxious to learn the skilled trades than we had ever previously been able to admit."

With this program, Van Arsdale said, Local 3 struck for a four-hour day.

Compromising on a five-hour day, he said, the local agreed to work a standard sixth hour at time and a half. It admitted an additional 1,100 apprentices, including 300 Negroes and Puerto Ricans, who he said "are doing a splendid job."

"As soon as we have unemployment," he stated, "we will go on the five-hour day."

The union's responsibility has not ended with the achievement of greater leisure, Van Arsdale said in response to questions. A union cultural center and a broadgauge educational program are achieving outstanding success in developing creative use of members' leisure, he reported.

"What brought us to shorter hours was unemployment in our ranks," Van Arsdale said.

During the depression, he recalled, IBEW members shifted to a four-day and three-day week to share what employment was available.

Local 3's first contract toward the end of the depression was negotiated on a seven-hour basis, he said, and the following year on a six-hour basis.

Increasing job openings was a top-priority goal of the UAW, too, Young reported. It was met by early retirement, which he described as "by far the most desirable goal from the point of view of our members."

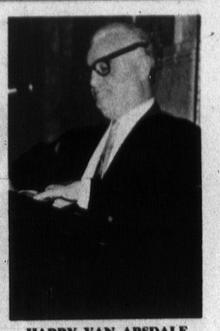
In intensive negotiations with the auto companies, Young said, "we put together a structure in which the worker could retire at age 60, and if he had 30 years of service, he could get $400 a month from our negotiated plan until he reached 65, and at age 65 that same worker would get roughly $110 a month and . . . would pick up Social Security."

The plan also provides for full payment of hospital-medical-surgical insurance for retirees and their families, Young said.

Increased leisure through longer vacations offers a number of advantages, Oswald said. It gives workers a chance to get used to leisure gradually rather than having it thrust upon them at retirement, he stated, and it gives the company a period to train replacements. A periodic sabbatical also provides time for "self-renewal," he said.

The first sabbatical program was negotiated between the United Steelworkers and the can industry, Oswald recalled. It called for 13 weeks' vacation every five years to workers with 15 years' seniority.

In the steel industry, Oswald reported, the criterion settled on was the top half of the seniority list. In some companies the cut-off is as high as 22 years' seniority, he said, and in others only 12 years.



HARRY VAN ARSDALE
'Fewer Hours Mean More Jobs'

Some other unions, notably the Packinghouse Workers and the Brewery Workers, he reported, have negotiated progressively longer vacations for long-service employes, ranging up to 12 weeks a year for workers near retirement age.

The new programs mean, Oswald said, "that those who have the greater seniority are away on paid vacations, and those with less keep on working instead of being placed on layoff."



ORGANIZING COMMITTEE: *The executive vice president reports*

Convention Stresses GR's Need Of Widespread Local Coverage

Detroit, Mich.—The Guild Reporter needs the assistance of photographers and correspondents in every Guild local to serve its function as Guild members' principal source of information about their union, the ANG Convention declared.

The convention urged locals to heed a recent GR request that local presidents appoint correspondents and brief them on the types of stories and pictures the GR seeks.

"The thoroughness of the GR's coverage of the Guild and the quality of its pictures," the convention said, " are to a great extent dependent on the co-operation it receives from the only correspondents it has—Guildsmen in locals throughout the country."

The convention acted on a report of its Guild Reporter Committee, headed by David S. Schick of Philadelphia.

The convention noted that the GR will shortly computerize its mailing list to help speed delivery. "But even the magic of a computer will not solve all GR delivery problems," it added.

"The GR still requires the co-operation of locals in notifying the GR promptly of changes of address, in reporting unreasonable delivery delays (those more than 10 days) and in seeking the co-operation of local postmasters in eliminating bottlenecks at the local level," it declared.

"The high standards achieved by the Guild Reporter in previous years in editorial content, make-up and production were not only maintained but improved during the past year," the convention said, commending the editors for "a consistently meritorious performance."

In addition to urging local co-operation in the areas of correspondence, pictures and delivery, the convention recommended that:

► The International Executive Board continue to study the merits of accepting commercial advertising in the GR and that advertising not be eliminated at this time.

► The GR continue to pursue ways of getting copies to all Guild members as quickly as possible, including presorting of copies for mailing under the Post Office's zipcode program.

► Local Guild publications affiliate with the International Labor Press Association to help improve their coverage of labor news.

At its preconvention meeting, the International Executive Board rejected by an 8-5 vote a suggestion that the Guild Reporter be required to publish a summary of donations to strikes after they end.

The board adopted a report by its Guild Reporter Committee, stating that the GR has been giving proper news priority to publishing strike donations at the time strikes are in progress. It urged locals to report donations promptly so that can be published when most effective.

GR Enlists Computer

The Guild Reporter will enlist the aid of a computer next month to help hasten delivery.

Starting with the issue of Aug. 27, the GR's mailing list will be processed through an RCA computer operated by the International Union of Electrical Workers in the Washington building where ANG shares headquarters space.

The computer will order the mailing list according to partial zipcode sequence, making possible a presorting of copies that is expected to speed delivery to many readers. The mailing list will be completely zipcoded by Jan. 1, 1967, in a step that is expected to cut delivery time to other readers.

New Organizing Effort Urged By Convention

Detroit, Mich. — Guild members "must rededicate themselves" to achieve "the only goal with which we can be satisfied—the eventual organization under Guild contracts of all the workers within our jurisdiction," the Detroit Convention declared.

A "modest increase" in Guild membership during the last year, which saw a gain of 230 to a total of 31,435, was cited in a report by the convention's Organizing Committee, headed by James J. Segbers of Columbus.

This increase, the report noted, was all that was left over from thousands of new members signed during the year.

"The erosion took place," it said, "through job losses due to automation . . . to suspensions . . . and loss of representation where employers succeeded in hacking away at the roots of organizing until the Guild withered and died."

To offset the growing rate of this erosion, it said, "we must accelerate our pace if we are to avoid going into reverse."

To do so, the convention said, "we must use all the tools at our command," including:

► A system of "intra-Guild co-operation," in which Guild locals in close proximity would assist each other in organizing.

► An effective shop-steward system to win new employes' interest in the Guild by informing them of the Guild contract under which they work, the benefits it affords and the protections it grants.

► A union education program to enable members to give "intelligent and persuasive answers to questions asked by newcomers."

► Interunion co-operation, allowing the Guild and other unions "to conduct simultaneous campaigns, each adding strength to the other."

Urging that locals apply new vigor to the Guild's organizing program, which puts emphasis first on organizing free riders, second on unorganized departments, third on unorganized shops in organized cities and fourth on new locals, the convention report warned locals that:

". . . Beneath surface enthusiasm . . . lies the grim fact that organizing success mainly is built on the foundations of long, hard work and patience."

Since organizing is "a complex and specialized activity," the convention said, "locals should be warned against headlong approaches without professional advice."

"ANG should be notified and consulted as soon as the initial interest has been manifested," it said, in order to "avoid legal and tactical pitfalls that might delay or kill an organizing effort."

The convention also recommended that ANG continue to seek and hire qualified local members to assist in organizing drives.

In a separate resolution, the convention called on Congress to amend the Taft-Hartley Act to provide mandatory card-check recognition "when a majority of eligible employes have indicated their intention to join the union."

Such a procedure, similar to one in effect in Canada, would act to prevent employers from intimidation, padding their payrolls and "buying off" employes with wage raises during the "time lag" between the union's filing of a representation petition and the holding of an election, the convention said.

Grounds For Rejecting Applicants Broadened

Detroit, Mich. — The Detroit Convention amended the ANG Constitution to broaden the grounds on which an applicant may be deemed ineligible for Guild membership or be required to pay a special fee.

On recommendation of the Constitution Committee, headed by Thomas Buckley of Pawtucket, the convention removed a clause that compelled a local to accept a member unless his interests clearly lie with management or he has worked for a struck shop.

Henceforth, grounds for rejection will be the same as for other disciplinary action, including expulsion.

DETROIT:

motors, magic and mounties



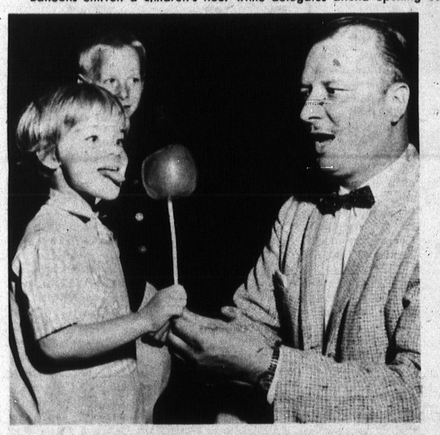
Balloons enliven a children's hour while delegates attend opening cocktail party.



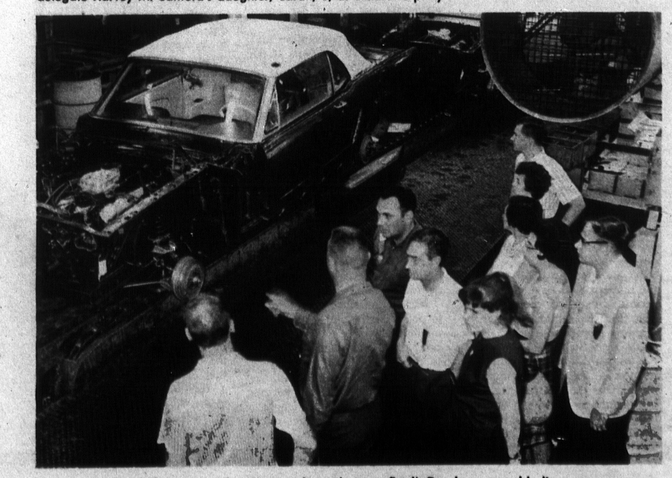
Ottawa Guild President Robert J. Rupert shows ANG Secretary-Treasurer Charles A. Perlik, Jr., the Guild's 1967 convention picture.



Delegates troop into Ford Museum at Greenfield Village, a replica of Independence Hall.



Magician Walter Wilson provides a lollipop balloon for Sioux City delegate Harvey M. Sanford's daughter, Sarah, 5, at children's party.



Delegates watch a Mustang being born on Ford's Dearborn assembly line.



Rockford delegate Charles Morris's daughter, Ann, 2, follows the monkey's lead on trip to the Detroit Zoo.



Mariann Schick, daughter of Philadelphia Administrative Officer David S. Schick, meets a Mountie during tour of Windsor, Ont.



ANG President Rosenstock checks program with Local President Thompson, left, delegates.

28-Hour Week, $270 Wage Sought

(Continued from Page 1)
bargaining report prepared by a committee headed by Harry Culver of Wire Service, said automation is "a big factor" in setting higher wage goals, citing increases in national productivity since adoption of the Guild's original $100 and $50 goals in 1946.

These productivity increases, in addition to higher living costs, require a $270 top minimum for key jobs and a top minimum of $135 for all adult jobs to match the 1946 goals, the convention said.

While hailing gains of the past year, the delegates said the new wage goals are made "imperative," as well, "by the worth of the employes we represent."

The convention said automation was a major factor in establishing the goal of a four-day week as well as the increased wage goals. It declared:

"There's nothing sacred about the 40-hour week—or the 35-hour week, where we have it—any more than there was about the 60-hour week of grandfather's time.

"Inevitably, the work week must decrease if automation isn't to drive most of us out of jobs."

The goal of a shorter work week was adopted after a convention forum at which varying approaches to leisure in the automation era were discussed. They included the New York Electrical Workers' 25-hour week.

The convention action inserted the goal of a 28-hour week into the Guild's Collective Bargaining Program, making it mandatory for locals to include it in their bargaining proposals.

At the same time, the ANG Constitution was amended to forbid any local from signing a contract that provides a work week longer than 35 hours without permission from the IEB.

Previously, a 35-hour week (of five days) had been the goal, and a 40-hour week mandatory.

The convention emphasized that interunion co-operation is needed "as never before" to reach Guild goals and protect existing benefits.

"From the rapid advance of newspaper automation," the convention said, "it should be clear to all of our members by now that no type of work in our jurisdiction will remain unaffected.

"Computers and electronic readers that will handle reporters' copy and editors' revisions, and computers that will handle not only subscription and billing but set advertising copy, cut across jurisdictional lines in a way that makes interunion co-operation to solve jurisdictional questions an absolute imperative."

The convention recommended that ANG "study and promote" interunion co-operation "with a view to attaining a unified front with other unions, implementing bargaining and protecting Guild jurisdiction."

In addition to setting the increased wage goals and calling for a shorter week, the convention urged renewed emphasis on:

► Job security, longer vacations, a shorter work year, adequate pensions, jurisdiction protection and other steps to cope with automation.

► Efforts by locals and ANG "to carry the message to members at every opportunity that they are *worth* more money."

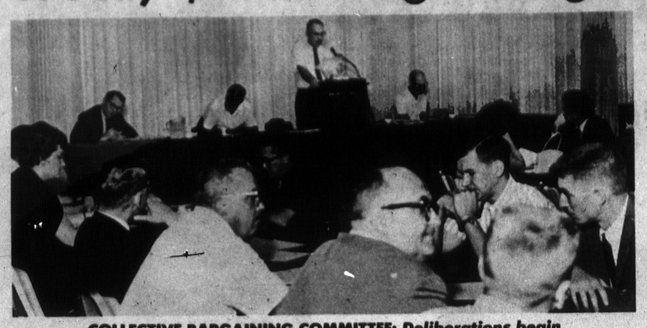
In an amendment proposed by Betty Klaric of Cleveland, the convention also urged "efforts by locals and ANG to eliminate discrimination in wages of women workers," including legal steps.

Miss Klaric, in presenting the amendment, termed it "shocking" that "in the year 1965 we are still negotiating contracts which provide lower pay scales for women workers," citing "discriminatory pay rates for so-called society reporters."

The convention directed simplification of the Collective Bargaining Program's section on jurisdiction "to provide greater flexibility while retaining emphasis on objective."

Eliminating numerous specifics, the revised version will read: "Provision shall be made to adequately protect the Guild's jurisdiction." Locals were advised to refer to the Guild's Model Bargaining Program and consult with ANG on specific language.

At its preconvention meeting, the International Executive Board voted to make the lack of a four-week vacation grounds for disapproval of a vacation clause. Job-security clauses that do not provide for notice of discharges to the Guild at the same time as to the discharged employe will also be disapproved.



COLLECTIVE BARGAINING COMMITTEE: *Deliberations begin*

Minimum Wage Of $2, 30-Hour Week Urged

Detroit, Mich. — A minimum wage of $2 an hour, a 30-hour work week and double time for overtime were urged by the ANG Convention as a solution to U.S. unemployment problems.

The convention pointed out in a resolution that no successful program has been evolved to reduce the percentage of unemployed workers and warned that "the onset of automation threatens to create additional sectors of unemployment."

In another resolution, the convention called on Congress to "consider a basic upward revision of social-security payments so as to enable all of America's older citizens to live in dignity and comfort." It noted that some five million persons over 65 have incomes below $3,000 a year.

Our Daily Bread—And Jam

Detroit, Mich.—"Revenue from advertising and circulation today brings newspapers a handsome reward. . . ."

The speaker was not addressing the ANG Convention on collective-bargaining goals; he was delivering a benediction after the convention banquet.

"The laborer is worthy of his hire," continued the prayer offered by Father James Magner, chairman of the journalism department at Detroit University.

"We ask that You bless this group, the American Newspaper Guild, as they labor to make known to management and to the world what a fair wage is for the editorial work they do in publishing today's newspapers.

"Only when their reward is worthy of their hire will the nation have the kind of newspapers it should have. Amen."

Rowan Leaves USIA; Hailed By Convention

Detroit, Mich.—Twin Cities Guildsman Carl T. Rowan's resignation July 10 as director of the U. S. Information Agency brought a special resolution from the ANG Convention, welcoming him back "to a career in his own profession as writer and interpreter of our times."



Rowan

As USIA chief, Rowan held the highest Federal government office ever achieved by a Guildsman. Appointed deputy assistant secretary of state by President Kennedy in 1961, he was named Ambassador to Finland two years later. President Johnson appointed him to the information post early last year.

In all aspects of his career, the convention resolution declared, Rowan "has served brilliantly and with courage and distinction."

Tribute Is Paid To Stevenson

Detroit, Mich. — Saddened Guildsmen ended their convention with a minute of silence in memory of U.N. Ambassador Adlai E. Stevenson after paying tribute to him "as newspaperman, as Governor of Illinois and as the United States's articulate voice in the United Nations."

Stevenson, who was managing editor of the Daily Princetonian in his college days and later worked on the Bloomington (Ill.) Daily Pantagraph, was a quarter-owner of the Pantagraph, although he exerted no influence on its policies.

The two-time Democratic nominee for the presidency "set an example of the wisest and best in our democracy," the convention said in voicing "its sorrow at his untimely passing and its regret at the loss of this great statesman, patriot and interpreter of our intentions."

ROSENSTOCK: *'U.S. Action Needed To Curb Mergers'*

(Continued from Page 4)
the Justice Department's recent action in heading off the merger of two candy firms in Buffalo.

"Now," he said, "we all know that candy is dandy but liquor is quicker and that our industry is sicker because Washington is a sloth when staying 'publicide' but has a tiger in its tank when candy, yo-yos or skate-boards are threatened by monopoly-oriented industrial barons."

"Is the public weal less important than the selling of some innocuous (or even hazardous) article in the public marts?"

Rosenstock noted that the Detroit Guild, while undergoing the "cruel blow" of the Detroit Times's suspension, has never had to strike "although forced to the brink on numerous occasions."

Currently, he said, relations at the Detroit Free Press have caused "deep concern."

Rosenstock affirmed that the Guild "would like to see a burgeoning of good will, based on mutual respect . . . in all our dealings with publishers."

"But," he added, "the path cannot be found through the briers of indifference, callousness or deliberate sabotage of contract covenants by management or the Guild."

Reviewing the past year, Rosenstock noted that the newspaper industry "continues to boom along," with revenue, profits, advertising and circulation setting new records, and prophets forecasting "unprecedented growth."

Citing reports that the printed media are "beginning to benefit from a backlash against television advertising," he declared:

"They're just learning an aphorism dear to my heart: 'You can't wrap a herring in a radio or TV.'"

The "state of the union," he declared, also "shows a healthy and vibrant face."

He cited numerous contract gains, including four-week vacations, retirement plans, a ban on automation dismissals and other provisions that "not so many years ago . . . did not exist."

Rosenstock also noted organizing gains which left the Guild only 11 short of its all-time membership record.

The Guild, he said, having arisen from the financial difficulties of 1962-63 "to shame the Phoenix," during the past year achieved its goal of reinforcing its "defense arsenal" through "the overwhelming support of our membership."

Strikes during the past year have continued to provide a drain on the International Defense Fund, Rosenstock noted.

"But the cost of all this went far beyond dollars and cents," he declared. "There was a breakdown in interunion co-operation in Toronto, Albany and Baltimore, a breakdown so serious in its implications that the International Executive Board . . . felt impelled to issue a definitive memorandum."

The Guild's performance in the area of human rights has "provided an encouraging record," Rosenstock said. "But much still remains to be done," he added.

Urging support for the AFL-CIO's Committee on Political Education (COPE), Rosenstock declared:

"The titans of industry spew countless millions into the political and public-relations arena to shape the thinking and voting that affect our lives, our pockets and our aspirations. Their frenetic drive aims at regressive laws for the general public and special-interest legislation for the fat cats."

Rosenstock recalled the Guild's last Detroit convention in 1941, when control of the Guild was won by anti-Communist forces.

He noted the presence of ANG Executive Vice President William J. Farson, International Representatives J. Ed Allen and Edna Berger and St. Louis Executive Secretary Rollin Everett — "all full-time tillers in Guild acres" — at the 1941 gathering.

"It is certainly a proud thin line," he asserted.

Rosenstock commended the Detroit Guild on a succession of "distinguished warrior chiefs," citing such local leaders as Milton Murray, a former ANG president, and Ralph B. Novak, a former executive vice president.

PERLIK: *'Fund Is Ahead'*

(Continued from Page 4)
examination of some Guild financial policies, particularly the practice of charging the Defense Fund for salaries and expenses of staff members assigned to strikes and other emergencies.

This policy, he reported, cost the Defense Fund more than $32,000 during the past year. "The General Fund could not have survived without it," he said, "yet it seems inconsistent at best for the General Fund's survival to depend on the Defense Fund's adversities."

A six-cent increase in ANG per-capita income under the new formula will give the General Fund about $12,000 a year in new revenue, if it continues, Perlik reported.

The International Executive Board was authorized by the convention to study the reimbursement policy during the coming year.

The IEB Candidates And Their Records

Following are the records of the candidates who will appear on the ballot in a membership referendum for election to the International Executive Board Sept. 22 through 27. Seven nominees are competing for six at-large vice presidencies, in addition to contests for vice presidencies in Region 1 (East Coast), Region 3 (Midwest) and Region 6 (Canada).

For At-Large Vice Presidents

Jack Dobson Dobson, in his seventh year as president of the Toronto Guild, is seeking his third full term on the IEB.

A past president of the Canadian District Council, Dobson is unit secretary and a former shop steward at the Toronto Globe & Mail, where he is a reporter. He has represented his local on other labor bodies and is a member of the newspaper-union merger committee recently formed in Toronto.

He is chairman of the IEB Research and Information Committee and is a member of the Constitution, Guild Reporter and Human Rights Committees.

George Muldowney Muldowney, who is UPI delegate on the Wire Service Guild executive committee, is seeking a third term on the IEB.

Muldowney is picture production manager for United Press International Pictures in New York and former chairman of the UPI photo section there. He is a member of the UPI national grievance committee and was chairman of the UPI strike-strategy committee this year.

Muldowney is a member of the IEB Organizing and Guild Reporter, Research and Information and Human Rights Committees.

Robert D. Nordin Nordin, making his first race for an IEB seat, has served as vice president, treasurer and membership director of the Vancouver-New Westminster Guild.

A display-advertising salesman on the Vancouver Sun, he was instrumental in bringing about affiliation of previous federally chartered locals with ANG.

He was the first winner of his local's Percy Zimmerman Award for Guild Service. A display-advertising salesman, he was arrangements-committee chairman for ANG's 1961 Convention in Vancouver.

Barney Peterson A three-time president of the San Francisco-Oakland Guild, Peterson is making his first bid for an IEB seat.

Peterson, a photographer for the San Francisco Chronicle, was one of the signers of a public call to organize the Guild in San Francisco in 1934. He is presently Chronicle Unit chairman.

Peterson has been a delegate to numerous ANG conventions, serving as chairman of convention credentials and resolutions committees.

He was chairman of the local's citywide negotiating committee in 1963.

Kenneth E. Rieger A past president of the Toledo Guild, Rieger is completing his third term on the IEB.

Rieger is a member of the local executive board. He is chairman of the Toledo AFL-CIO Community Relations Committee and has been secretary-treasurer of the Toledo Council of Newspaper Unions for 12 years.

A reporter for the Toledo Blade, Rieger is chairman of the IEB Guild Reporter Committee and a member of the Collective Bargaining, Research and Information and Human Rights Committees.

Marshall Schiewe Elected to the IEB in a 1962 interim election, Schiewe is seeking his second full term.

Schiewe, who is on the sports staff of the Chicago Sun-Times, is serving his third term as president of the Chicago Guild and has served two terms as Sun-Times Unit chairman. He is a delegate to the Cook County AFL-CIO Council.

Schiewe is chairman of the IEB Human Rights Committee and a member of the Organizing, Guild Reporter and Research and Information Committees.

Noel Wical Wical, a past president of the Cleveland Guild, is seeking his second IEB term.

Wical was president of the local at the start of its 129-day strike against the Cleveland Plain Dealer and Press & News in 1962, later becoming chairman of the Press Unit.

A copy reader at the Press, Wical served four terms as vice president of the Cleveland Local and eight terms on its executive board.

He is a member of the IEB Collective Bargaining, Research and Information, Guild Reporter and Human Rights Committees.

For Region 1 Vice President

Charles Leveroni A former president of the Boston Guild, Leveroni is seeking election to the IEB post he held in 1949-51.

Leveroni, who is assistant city editor of the Boston Herald, has been treasurer of the Boston Local since 1950. He is a delegate to the Boston AFL-CIO Council.

A Guild member since 1934, Leveroni was previously a member of the old ITU Newswriters' Union.

While on the IEB, Leveroni was a member of the subcommittee that set up the Guild's original Education Department. He has been a delegate to every Guild convention but one since 1948.

Daniel McLaughlin McLaughlin, a long-time officer of the North Jersey Guild, is seeking his fifth term on the IEB.

McLaughlin was president of the old Newark Guild and has headed the Middle Atlantic District Council. He is assistant city editor of the Elizabeth Daily Journal.

Chairman of the IEB Organizing Committee and, a member of its Constitution Committee, he has served on the Appeals, Guild Reporter, Research and Information and Human Rights Committees. He serves on the executive committee of the Inter-American Federation of Working Newspapermen's Organizations.

For Region 3 Vice President

Fred T. Kearney Serving his third term as president of the Youngstown Guild, Kearney is seeking his first term on the IEB.

Kearney, a reporter for the Youngstown Vindicator, has served often as bargaining-committee chairman. He led his local in its recent 238-day strike and was publisher of the newspaper unions' strike paper, the Steel Valley News.

Kearney was one of two winners of this year's Guild Service Award for outstanding local leadership. He is president of the Pennsylvania-Ohio-Indiana District Council.

James B. Woods Woods, an international vice president since 1955, has served in local posts ranging from shop steward to president of the St. Louis Guild.

As chairman of the Globe-Democrat Unit, Woods was instrumental in bringing several unorganized departments into the Guild. He now works for the Post-Dispatch as complete-edition editor.

Woods is chairman of the IEB Collective Bargaining Committee and is a member of the Appeals and Constitution Committees. He has regularly represented his local as a delegate to ANG conventions.

For Region 6 Vice President

Nada Bozinoff Miss Bozinoff, treasurer of the Toronto Guild, is seeking her first term on the IEB.

Elected to her present office this year, she has served two years as local vice president, three years as local secretary and three years as chairman of her unit at the Toronto Star, where she is a senior circulation clerk.

She has been a member of the local executive for a dozen years, served as local negotiating chairman and has been a delegate to nine ANG conventions.

Robert J. Rupert Rupert, president of the Ottawa Guild, is seeking his first term on the IEB.

Rupert began serving on the local executive in 1963 after a period as shop steward at the Ottawa Citizen. Elected to head his local this year, he also serves as chairman of the Ottawa Guild's standing committee.

Rupert, a general-assignment reporter on the Citizen, is also a television commentator and a member of the Association of Canadian Television and Radio Artists.

3 Regional IEB Contests Slated; 7 Running At Large

(Continued from Page 1)
a candidate.

Michael Casino, president of the Philadelphia Guild, also was nominated but withdrew.

Regional contests will take place in the Midwest, where Fred T. Kearney, president of the Youngstown Guild, is opposing Vice President James B. Woods of St. Louis, and on the East Coast, where Charles Leveroni, treasurer of the Boston Guild, is opposing Vice President Daniel A. McLaughlin of North Jersey.

Kearney, who had announced for at-large vice president before the convention, switched to the regional race in Detroit.

Nada Bozinoff, treasurer of the Toronto Guild, and Robert J. Rupert, president of the Ottawa Guild, were nominated for the Canadian regional vice presidency left vacant by the resignation of William H. McLeman to become executive secretary of the Vancouver-New Westminster Guild last fall.

Thomas J. Murphy, executive vice president of the New York Guild, announced in seconding Nordin's nomination that the New York Local will work for the election of six at-large candidates.

The five other candidates seconded by New York are Muldowney, Peterson, Rieger, Schiewe and Wical.

The nominations of Muldowney, Nordin, Peterson, Rieger, Schiewe and Wical were seconded by delegates representing from 14 to 26 locals. Dobson, Toronto Guild president who has been criticized for crossing printers' picket lines, was seconded by only four delegates, all from his own local.

Nordin, whose candidacy was advanced by the Vancouver Local "to give Guildsmen everywhere an acceptable alternative" to Dobson, was seconded by 27 delegates, among them representatives of every other Canadian local, including Toronto.

The Midwest District Council announced that it will support Schiewe in the at-large race and Woods in the Midwest Region. The Pennsylvania - Ohio - Indiana District Council voted to endorse Kearney in the regional contest and Rieger and Wical at large.

The North Jersey Guild, meeting two days after the convention, voted to endorse McLaughlin.

The Sept. 22-27 dates for the election were set by the International Election and Referendum Committee after the convention.

Elected to the committee by the convention were Roberta Bailey of Philadelphia, Thomas Fay of New York, Fred Krecker of Hammond, Glen Ogilvie of Toronto and Philip Feldman of Rochester.

The committee will meet in Washington Aug. 31 to approve the list of eligible voters and mail out ballots to Guild locals.

Perlik notified local officers last week that, in order to be eligible to vote, members must be in good standing as of Aug. 1. This means that dues and assessments must be paid through July.

Locals must remit per capitas and unpaid assessments through July to ANG by Aug. 15 in order to qualify their members to vote, Perlik emphasized. Members for whom per capitas are post-marked later than Aug. 15 will not be eligible to vote, even though their obligations have been paid.



BADGE CHANGES HANDS: Robert J. Hickey, right, outgoing West Coast regional vice president, turns his convention officers' badge over to James P. Bennett, his successor. At left is Harvey H. Wing, who is retiring as a vice president at large.

IEB Statement Analyzes Relations With ITU

Following is the text of the statement adopted by ANG's International Executive Board in Detroit July 10, analyzing recent developments involving the Guild and the International Typographical Union and calling for a meeting between Guild and ITU leaders to consider common problems and strengthen co-operation between the two unions.

IN the year since our last convention, unions in the newspaper industry have learned the high price they must inevitably pay for failing to respect each other's picket lines. This has been demonstrated as rarely before in our history.

In Toronto, all other newspaper unions, including most of the Guild, are crossing ITU picket lines.

In Albany, all other newspaper unions, including the ITU, crossed Guild picket lines.

In Baltimore, the ITU ordered its members to cross Guild picket lines and return to work, enabling the Sunpapers to resume publication.

Subsequently, the ITU Executive Council issued a bitter attack on the Guild, seeking to justify its actions in Baltimore by calling attention to Guild actions in Toronto and elsewhere.

These problems will not be solved by name-calling, but rather by frank analysis of the underlying causes, and effort on the part of both unions to find immediate solutions.

Make no mistake about it. We are wrong in Toronto.

The ITU was wrong in Albany and Baltimore.

These are facts of life that our two organizations must face.

But three wrongs don't make a right.

There must be no more Torontos, Albanys and Baltimores. Only the publishers benefit. Instead there must be the kind of co-operation at both the local and international levels that the Guild and the ITU and other newspaper unions have repeatedly endorsed but all too often have failed to achieve.

Eight years ago Executive Vice President William J. Farson initiated the first meeting of Guild officers and officers of other newspaper unions to consider common problems and co-operation. The Guild has continued to work for effective interunion co-operation at all levels.

Even prior to that first meeting, Woodruff Randolph, then president of the ITU, in 1952 told the Guild that with the rapid expansion of teletypesetting and other substitute processes, the day when newspaper unions could afford to act without regard for one another was "long gone."

Substitute the word "computers" for the word "teletypesetting," and Randolph's 13-year-old statement accurately describes the need for co-operation that newspaper unions face today. This need is even greater now than it was then. The ITU and every other union in the newspaper industry know it.

The publishers also know it.

Collectively they must be waiting to see if newspaper unions take the path toward more Torontos, Albanys and Baltimores or return to the broad highway leading to effective and meaningful co-operation.

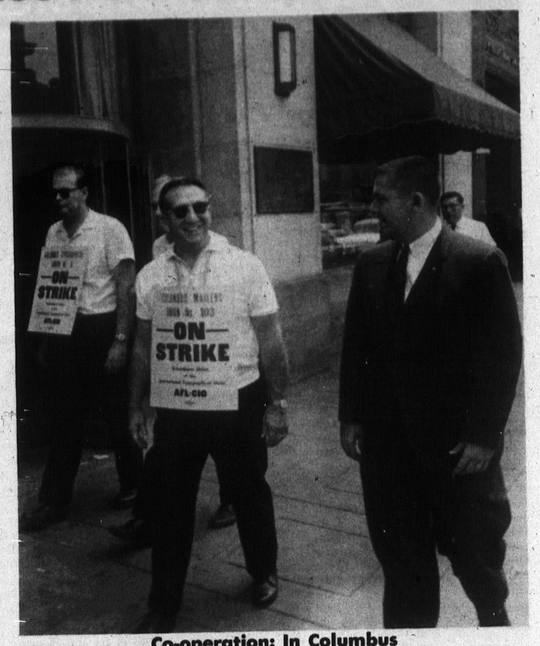
What many years ago was a way of life (or death) in the newspaper industry—indiscriminate crossing of picket lines—must not become a way of life again.

Has the ITU forgotten Oklahoma City, where the ITU Mailers struck and the ITU printers and other unions crossed their picket lines? And where year by year, more unions crossed each other's picket lines while the publisher picked them off one by one.

That is the road to extinction for all of us.

ITU President Elmer Brown recognized this in his speech to the ANG Convention in Chicago five years ago.

He told the delegates—some of whom are at this year's convention—"We can best solve the vexing problems and meet attacks upon us by working together. . . . The memberships of our organizations are asking for a plan to stop the various crafts from legally scabbing on each other; they have a right to know why we continue a practice of crossing each other's picket lines."



Co-operation: In Columbus

Guild President John Edgington walks with ITU pickets at the Columbus Dispatch.

Guild's Long-Standing Policy: Honor Others' Picket Lines

HISTORY has shown abundantly that no one union can win a strike by itself. Toronto, Albany and Baltimore have driven home this lesson.

It takes the combined strength of all of our unions "working together"—as Elmer Brown put it at our 1960 convention—to meet successfully the forces that modern publishers can array against us.

There is no primacy for any single union in the newspaper industry, as the ITU must know as well as we do.

The ITU asks for and gladly accepts co-operation from the Guild and other unions, but when the same kind of co-operation is asked in return, ITU international officers accuse the other unions of "riding piggyback."

Rank-and-file printers and mailers know better.

During the Baltimore crisis, an ITU member wrote a letter to Elmer Brown and sent the Guild a copy. He said in part:

"I was paying my May dues as a long-time member of No. 5 in Columbus, Ohio, when the story in the May 28 Washington Evening Star was quoting you as saying, 'It is pretty expensive philosophy to observe some picket lines. Many unions ride piggy-back on the ITU. . . .'

"If the quotation attributed to you is correct, I am ashamed and sick to my stomach that the president of the union in which I so proudly hold membership should utter such disgraceful words.

"Of course, it is expensive to organize and win union conditions from antilabor employers. People who constitute the Typographical Union know this well enough. . . .

"Of course, one union rides 'piggy-back' on another. That's what the union movement is about. . . .

"Of course, also, the ITU has to abide by contracts. ITU rules are important because they are so democratically devised. While I don't think rules are the most important matter in the Baltimore situation, it is conceivable that the ITU in the fulfillment of contracts and obedience to its own rules might be found breaking the strike of another union.

"God forbid that this should happen, but on top of that, why should we have an international president mouthing a publisher's line? Why should the ITU be taking a divide-and-conquer policy so the Sunpapers' publisher can hold until the ITU will break the Guild strike for the publisher?

"Again, I say I am ashamed; you should be also."

If by "riding piggy-back" the ITU means expecting the support of other unions in strike situations, this, as our printer friend has said, is what unions and interunion co-operation are all about.

If by "riding piggy-back" the ITU means seeking to achieve and improve upon contractual benefits gained by other unions, this is what collective bargaining is all about.

If by "riding piggy-back" it is meant that the Guild has not paid its own way, let the record speak for itself. During the 1962-63 ITU strike in New York alone, the New York Newspaper Guild and the ANG exhausted their treasuries and went into debt for a total expenditure of $1,750,000 when Guild members honored ITU picket lines even though they had contracts in effect.

It is the policy of the American Newspaper Guild to observe the picket lines of other unions.

To make it possible for this principle to be fully and effectively implemented, the Guild over the years has developed two basic policies:

1. Payment of benefits from the International Defense Fund to Guild members who observe the picket lines of other unions.

2. Contracts that in no way abridge the right of Guild members to observe the picket lines of other unions.

One of the practical difficulties standing in the way of effective co-operation is the fact that different newspaper unions have different benefit and picket-line policies.

This is a problem that must be recognized, discussed with candor and attacked with a mutual dedication to achieve a common ground that will be fully and freely accepted by the unions involved.

The ITU follows a policy different from that of the ANG. ITU law denies benefits to ITU members for observing another union's picket line. And the ITU takes the position that the mere existence of a contract—as such—requires that its members report for work even if it means crossing another union's picket line.

Nevertheless, many ITU locals and members, understanding the necessity for effective interunion co-operation, have observed picket lines of the Guild and other unions, often without benefits. The Guild is grateful for their sacrifices and support.

The Guild And The ITU: A Look At The Record

THIS difference between Guild and ITU benefit and picket-line policies underlies much of the criticism of the Guild and its locals in the ITU Executive Council statement, published in the ITU Review of June 10, 1965.

The statement misleads and misrepresents as much by what it leaves unsaid as by what it says.

"Let's Look at the Record," the Executive Council said in its statement. All right, let's look at the record.

Let's consider the criticisms one at a time.

► The ITU complains that in **Reno,** its local had "nothing to gain" by supporting a Guild strike; that the Guild "gave up the fight and returned to work" while the printers were replaced by nonunion workers, and that the ITU lost a newspaper by supporting the Guild.

What is left unsaid is that the printers' local had been without a signed contract for 18 months before the Guild strike and that the ITU local president said the printers "could get nowhere with the employer." Also left unsaid is that Guild members also were replaced by scabs, and the Guild also lost its contract, its members and its union. Also not mentioned is that, while the Guild and the ITU were fighting jointly for their lives, another key craft union continued to work. Reno was proof of the need for full interunion co-operation, not an argument against it.

► The ITU complains that in **Peoria** the Guild used the "strength of the printers" to close the newspaper.

What is left unsaid is that the printers' contract was open both before and during the Guild strike; that before and during the strike the printers' local asked ITU for strike authorization but was refused; that the printers' local repeatedly ignored an ITU order that it return to work; that the ITU finally compelled the printers to cross Guild lines by threatening to lift their cards after denying them benefits from the start of the strike; that even after the printers went back to work the paper remained closed several weeks until the Guild and two other unions which had joined the strike—the Stereotypers and the independent Mailers—had won settlements; that the Teamsters, even with a closed contract, supported the Guild picket line throughout; that the Pressmen, prevented from joining the strike by an arbitration agreement, supported the Guild picket lines throughout and repeatedly refused demands of their international that they return to work.

► The ITU complains that in **Elizabeth, N.J.,** the Guild "insisted that ITU Mailers belong to the Guild" and that the

(Continued on next page)

Board Replies To ITU Council, Cites Record

(Continued from Page 12)

Guild "succeeded' 'in getting the NLRB to include the mailers in the bargaining unit.

What the ITU left unsaid is that these workers already were in the Guild, had been covered by Guild contract for many years and were mostly driver-mailers and not mailers only, and that it was the ITU that filed a series of petitions with the NLRB, first for the driver-mailers and ultimately for the Guild's long-established over-all unit, including the advertising, business, circulation, editorial and maintenance departments. Also left unsaid was that the AFL-CIO impartial umpire found the ITU guilty of trying to raid established Guild representation and that the AFL-CIO Executive Council subsequently upheld the umpire and imposed sanctions on the ITU.

► The ITU complains that in **Youngstown,** the Guild "gave no support" to the ITU local when it sought to prevent the employment of nonunion personnel to operate newly-introduced computerized equipment and that its printer- and mailer-union members "lost wages" and "suffered hardships" supporting the Guild.

What is left unsaid is that the Guild told the ITU printers that if they struck, the Guild would respect their picket lines and stay with them until the ITU solved its problems, but the Guild's offer was not accepted. Also left unsaid was that the ITU Mailers—but not the ITU printers—joined the Guild and other craft unions in printing a daily strike paper and shared with the Guild and the other unions in the income. And that ITU printers were employed by the strike paper for union scale and overtime, amounting to as much as $300 a week. And that despite this, the ITU tried to compel its members to return to work by cutting off benefits and threatening to lift their cards and pull their charter.

► The ITU complains that in **San Juan, P.R.,** the Guild "has claimed jurisdiction over proofreaders on all Puerto Rico newspapers—traditionally an ITU jurisdiction."

What is left unsaid is that the ITU local president, appearing before the NLRB, assured the board that his union excluded proofreaders, asserting in the official transcript of the proceeding, "Through the years that we've been in contract with publishers, we have never had . . . proofreaders in contracts. We are a typographical union only."

► The ITU also complains that in **San Juan** the Guild was "attempting to raid ITU jurisdiction" by accepting into membership all mechanical-department employees at El Mundo.

What is left unsaid is that the employes are not represented by the ITU and have never been represented by the ITU and that the ITU never sought jurisdiction until the Guild filed a petition to cover them at their request. On July 2 the NLRB election was held, with 93 of the mechanical employes voting for the Guild, six for ITU and 33 for the Teamsters, which formerly represented all the mechanical-department employes.

► The ITU complains that in **Chicopee Falls, Mass.,** the Guild "tried to go the NLRB route to gobble up ITU jobs and jurisdiction."

What is left unsaid is that the jobs in question were stencil clerks; that the NLRB ruled that the ITU's contract in the plant did not cover them; that they were not ITU members and that the ITU had never taken steps to represent them until the Guild filed a petition for the editorial, maintenance and clerical departments, including the stencil clerks. The Guild told the NLRB it wanted no employes in the mail-room jurisdiction of the ITU, but that it did not consider the stencil clerks, whose main job was filing, to be mailers. The NLRB agreed with the Guild and included the clerks in the clerical unit.

► The ITU complains that in **Portland, Ore.,** the "national Guild deserted the local Guildsmen, leaving them for the ITU to support."

What is not said is that the Guild paid Portland Guildsmen benefits for 21 months and that the 1961 ANG Convention authorized termination of their benefits only after they had failed to implement the recommendation of the 1960 Convention to intensify prosecution of the strike, and instead had gone to work full time on the Portland Reporter. Also left unsaid by the ITU was that the Portland Reporter, heavily subsidized by ITU, paid some craft-union members union scale but that Guild members received only ITU benefits.

► The ITU complains that in **New York** during its 1962-63 strike, the Guild "publicly demanded that ITU locals arbitrate open issues . . . publicly denounced the demands of ITU locals and criticized the strike leader, President Bert Powers."

The truth is that the Guild did not propose that the ITU arbitrate but in fact voted down such a proposal at a membership meeting. The truth is that, far from denouncing ITU demands, Guild officers testified in support of the ITU before the Board of Public Accountability. The truth is that, far from publicly criticizing Powers, Guild officers publicly criticized the publishers. What is not mentioned is that several thousand Guild members observed ITU picket lines at considerable cost to both themselves and their union.

The ITU complains that during ITU negotiations this year, Guild leaders were reported to have announced that the Guild would cross ITU picket lines if the printers struck.

This is not true. Thomas J. Murphy, executive vice president of the New York Guild, said: "At no time did the Guild ever inform its members or the printers that the Guild was prepared to cross a printers' picket line. We have a history of respecting the printers' picket lines. Despite the fact that we had signed contracts in 1962, we respected their picket lines for 16 weeks and our people received no benefits for at least eight of those weeks.

"Despite the disruptions in the recent New York negotiations, I, as a Guild officer, have been in constant consultation with Bert Powers, president of the New York Typographical Union, looking toward a more unified arrangement of mutual support. We expect these sessions to continue, and I look forward to the day when the Guild, the ITU and all newspaper unions will have a common agreement for their mutual benefit everywhere."

► The ITU complains that in **Toronto,** Guild members continue, after nearly a year, to perform "struck work."

This is not true. Immediately after the strike started, the Toronto Guild ordered its members to cease performing struck work or face loss of their jobs. Since then, no Guild member has performed struck work. It should be noted that 50 Guildsmen who have continued to honor the ITU picket line at the Toronto Telegram are receiving Guild strike benefits.



Co-operation: In Terre Haute

Guild leaders and striking printers and stereotypers join on the picket line.

Automation Heightens Need For Interunion Co-operation

THE ITU has reported that in Baltimore, printers suffered severely and took a heavy financial loss to support "a good cause" but an irresponsible and uncompromising leadership.

It was not the Guild that was irresponsible and uncompromising in Baltimore, but the ITU.

Since when does a responsible union force its members back to work in a successful strike for a good cause?

Jerry Borstel, Sunpapers unit chairman, expressed the bewilderment of Guild members over the ITU attitude in a letter to Elmer Brown.

He said: "Is it any wonder . . . that I am confused, angry and disillusioned when you have nothing but ill to say of the Guild, nationally and in Baltimore, and nothing whatever to say of the Sunpapers management or of the Hearst management, which the NLRB regional office already has ruled illegally locked out your own members?

"While I could find neutrality toward us hard to understand, hostility from a man in your position makes me wonder if I have been misled in regard to what unionism is all about."

Late last month during hearings on the charges against Hearst's Baltimore News American, the NLRB regional counsel said that the "right to refrain from crossing a picket line, is a protected right" and that there was nothing in the printers' joint contract "which prohibits the refusal of employes to cross picket lines."

He said a no-strike clause in the contract "was limited to grievances."

The ITU Executive Council ended its statement of accusations against the Guild with the most surprising misrepresentation of all.

"Has the Guild ever aided the ITU or an ITU local in a struggle for a contract or to win a strike," it asked. "The answer is simply one word—NO!"

The correct answer, of course, is YES, and often.

The record shows that in the past year alone, the Guild honored ITU picket lines at Columbus and East St. Louis. In Terre Haute, the Guild first respected ITU picket lines, then joined the strike and then, after reaching a settlement, continued to observe ITU picket lines until both the printers and mailers settled.

"Because of the Columbus ITU strike," the Columbus Guild president wrote ANG, "our local is now forced to fight an arbitration over lost time as it applies to pension payments. However, this is a small matter in comparison to the local's right and proper stand in backing the ITU and unity among unions in the plant."

In 1963, the Guild, the ITU and other unions conducted a joint strike in Hawaii.

In 1962-63, as noted above, New York Guildsmen observed ITU picket lines for 16 weeks, eight of them without benefits after ANG and the New York Guild had exhausted their defense funds.

In 1962, the Guild honored ITU picket lines in Minneapolis, and in Cleveland the Guild and the ITU engaged in simultaneous strikes, and the Guild, after reaching a settlement, respected ITU picket lines until both the printers and mailers settled.

And in Youngstown, when ITU members threatened to strike, Guild members voted overwhelmingly to support their picket line.

This year in Bakersfield, Calif., the Guild and the ITU Mailers successfully engaged in joint organizing efforts.

In San Juan two years ago, printers at the Star job shop sought organization by the Guild but were directed by the Guild to the ITU, which already represents all the Star's newspaper mechanical employes. With Guild help, the ITU organized the job shop.

At a Spanish-language newspaper in New York City several years ago, the Guild accepted previously unorganized mechanical employes into membership but negotiated contract guarantees that the ITU could have the group when it wanted them. Later the Guild voluntarily relinquished the group to ITU, which represents it today.

These are only three of many examples in which the Guild has helped ITU organize, as the ITU has helped the Guild.

In the most critical area facing the Guild, the ITU and other newspaper unions today—new processes—the Guild in Vancouver several months ago devised a formula for sharing computer jurisdiction with the ITU, thereby resolving an issue that might otherwise have led to a strike similar to the one in Toronto.

As a first step, the Guild persuaded management to close a "school for strike-breakers" where nonunion employes were being trained to operate composing-room equipment.

When negotiations broke off over the question of jurisdiction over a multi-purpose data-processing center, the Guild suggested a formula for sharing the jurisdiction with the ITU.

The formula was accepted by the ITU locally and internationally and by the company. Guild members continued to serve on the ITU negotiating committee until the contract was signed.

In this recent Vancouver experience is a lesson for all newspaper unions.

The computer age has heightened the necessity for newspaper unions to stand together—not hang separately.

In its statement, the ITU Executive Council accuses the Guild of trying to take over ITU jobs and jurisdiction.

The Guild never has sought to represent employes covered by an ITU contract.

The Guild does not seek and has never sought the jobs or bargaining rights of the ITU or other newspaper unions—but we intend to protect our own jobs and bargaining rights.

Other unions rightfully and properly intend to do the same. When problems arise between unions, they should be settled between the unions.

Interunion co-operation, not interunion competition, is, the Guild believes, the best answer to such problems.

But if problems should arise which cannot be resolved co-operatively, the Guild must take whatever other steps are necessary to protect its jobs and bargaining rights.

●

A week after the ITU Executive Council's statement, the ITU Review, elaborating on earlier criticism of the Guild, said that the day is coming—if, indeed, it is not already here—when a single union "cannot hope to accomplish anything for its members without the aid of other labor organizations."

We agree.

As a first step toward this end, the International Executive Board proposes an immediate meeting between the top officers of the Guild and representative local Guild leaders and leaders of the Typographical Union to work out mutually acceptable solutions to our common problems and lay the groundwork for effective and continuing interunion co-operation in the years ahead.

At the same time, the International Executive Board calls upon all Guild locals to intensify their efforts to perfect effective co-operation with locals of the ITU and other newspaper unions.

ITU Agrees To Parley To Discuss Co-operation

(Continued from Page 1)

back" union that has never helped the ITU win a contract or a strike.

The IEB, rebutting the ITU's charges point by point, concluded with the call for a meeting between the ITU council and "top officers of the Guild and representative local Guild leaders."

The IEB statement was adopted July 10 in Detroit on the eve of the Guild's annual convention.

Five days later the IEB's invitation was accepted in a telegram from ITU President Elmer Brown, read to cheering convention delegates by ANG Executive Vice President William J. Farson. Brown wired:

"Please be advised that members of the ITU Executive Council will be available to meet with officers of your organization in Washington, D. C., during the week of Aug. 9 to 12. Best wishes for a most successful convention."

The meeting will be held prior to the ITU's own convention in Washington's Mayflower Hotel starting Aug. 14.

The Guild will be represented by Farson, Secretary-Treasurer Charles A. Perlik, Jr., Collective Bargaining Director J. William Blatz, Research and Information Director Ellis T. Baker and three local Guild leaders: New York Executive Vice President Thomas J. Murphy; St. Louis Executive Secretary Rollin Everett and San Francisco-Oakland Executive Secretary Fred Fletcher.

The IEB's call for a meeting had been reiterated in a report to the Detroit Convention by Farson, who voiced hope that the invitation would be accepted.

Farson said he was "shocked by the ITU's actions in Baltimore and surprised that a trade union with the ITU's history would seek to justify crossing another union's picket lines by attacking that union as it did in its official publication."

"Let's work and pray that we will not be required to waste our assets and time fighting with our craft-union brothers but that a new sense of dedication to true interunion co-operation can be found," Farson said.

He warned that if effective co-operation among newspaper unions cannot be achieved, the Guild "will have no alternative to taking whatever steps may be necessary to protect our union and the jobs of our members."

The IEB statement, adopted at its annual preconvention meeting, warned that the crossing of one union's picket lines by another union "is the road to extinction for all of us."

It cited the Toronto ITU strike, in which other unions, including most of the Guild, have crossed printers' picket lines, the strike last fall in Albany, where the ITU and other unions crossed Guild picket lines, and the Guild's recent Baltimore strike, where the printers' return to work enabled the Sunpapers to resume publication.

"These problems will not be solved by name-calling," the IEB said, "but rather by frank analysis of the underlying causes, and effort on the part of both unions to find immediate solutions.

"Make no mistake about it," the board said. "We are wrong in Toronto. The ITU was wrong in Albany and Baltimore.

"These are facts of life that our two organizations must face. But three wrongs don't make a right.

"There must be no more Torontos, Albanys and Baltimores. Only the publishers benefit.

"Instead, there must be the kind of co-operation at both the local and international levels that the Guild and the ITU and other newspaper unions have repeatedly endorsed but all too often have failed to achieve."

Noting that the Guild has taken the lead in initiating co-operation among newspaper unions, the board said "one of the practical difficulties standing in the way of effective co-operation" is the unions' different benefit and picket-line policies. It declared:

"This is a problem that must be recognized, discussed with candor and attacked with a mutual dedication to achieve a common ground that will be fully and freely accepted by the unions involved."

It is the policy of the Guild, unlike the ITU, to observe picket lines of other unions, the IEB emphasized. It noted that many ITU locals and members have observed Guild lines, however, and said the Guild "is grateful for their sacrifice and support."

The IEB denied an ITU accusation that the Guild has sought to take over ITU jobs and jurisdiction.

"The Guild does not seek and has never sought the jobs or bargaining rights of the ITU or other newspaper unions," it declared. "But we intend to protect our own jobs and bargaining rights.

"When problems arise between unions, they should be settled between the unions. Interunion co-operation, not interunion competition, is, the Guild believes, the best answer to such problems."

Answering the ITU's accusation that the Guild has never aided the ITU in a strike or contract struggle, the IEB said it has done so many times, citing such examples as Columbus, East St. Louis, Terre Haute, New York, Minneapolis, Honolulu, Cleveland and Vancouver.

The board, in addition to calling for a meeting with ITU leaders, urged Guild locals to "intensify their efforts to perfect effective co-operation with locals of the ITU and other newspaper unions."

The statement was adopted with only a single dissent.

Vice President Jack Dobson said he opposed the statement because it was unfair to the Toronto Guild, of which he is president.

He said the IEB lacked the "moral courage" to tell Toronto what course to follow and challenged the board to add that Toronto Guildsmen "should honor ITU picket lines, there being no valid contractual or legal grounds for doing otherwise."

Perlik objected that Dobson's proposed addition was factually incorrect, Vice President Harvey H. Wing protested his attack on the board's courage, and the statement was approved with only Dobson voting no.

In a guest speech at the convention, M. Michael Potoker, former secretary-treasurer of the New York Guild and now a Criminal Court justice, urged industry-wide union-merger discussions.

He called for leaders of other newspaper unions to meet with Guild officers and AFL-CIO President George Meany "to form a federation of newspaper unions which will become one representative for all newspaper employes in the United States and Canada."

Potoker said that in the early days of the Guild, craft-union members often crossed Guild picket lines, but that "did not deter us from pursuing the hope that some day labor would be united."

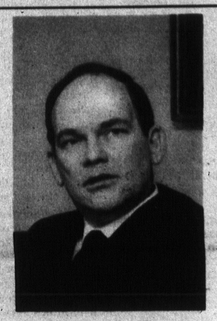
That day came in New York in 1950, when the Guild struck the World Telegram & Sun with full craft support, Potoker said, but 15 years later "the growing pains of trade-union unity are still with us in New York and elsewhere."

Like the crafts, the Guild has made mistakes, he said, but "it never need apologize for any action it has taken."

Warning against publisher efforts to divide the unions, Potoker said that the American Newspaper Publishers Association had no right to exclude the Guild from joint meetings it is holding with the crafts and that the crafts should have refused to meet without the Guild.

Trading Stamps

Some questions and answers.



Dr. Eugene R. Beem, economist of The Sperry and Hutchinson Company, served on the faculties of the University of California, Kalamazoo College and the University of Pennsylvania's Wharton School of Commerce before joining S&H seven years ago. He is a vice-president and heads the S&H Research and Development Department. Here are his answers to three questions you may have heard—or asked—recently about trading stamps.

Q. Dr. Beem, a few food stores have dropped stamps recently. Why is this happening?

A. It's quite natural. Some stores drop, while others adopt a stamp program. It's the natural result of the continuous striving of food merchants, in their highly competitive field, to find the most effective formula for attracting customers.

A store must match up well with its competitors on many points—price, quality, parking, advertising, and so on. Like all forms of promotion, trading stamps are subject to continuous scrutiny and testing.

I look for increased activity by food chains in testing the ways a store spends its promotion dollar. But, on balance, I foresee the continued growth of the stamp industry. Our first quarter sales are up 5.5% over last year. This compares to a predicted increase of 3.5% overall for the national economy.

Q. What is the effect of stamps on prices?

A. Minimal. Despite many attempts to show that in some unique way trading stamps and higher prices go together, no one has been able to produce a reliable study establishing this as a fact.

The U.S. Department of Agriculture produced a most exhaustive and authoritative study in 1958, covering food prices over a three-year period. It found a tiny price gap of six-tenths of one per cent opening up in favor of non-stamp supermarkets. But, the report pointed out, even that tiny difference "may have been caused in part by the non-stamp stores lowering the food prices to meet the competition of stores adding stamps."

A special series of studies by Verne A. Bunn of the University of Wichita, compares prices in areas where stamps are restricted, and in areas where stamps are freely used.

Bunn's latest study, completed this spring, confirms earlier findings that there is "no evidence that stamp use leads to higher retail food prices."

Q. How do trading stamps affect local retail advertising?

A. They usually tend to increase it, in two ways. Trading stamps are a stimulant to free competition, and experience has shown that one result after stamps are introduced in an area is an increase in ad lineage. Stamps are an attraction with which a merchant hopes to increase his business. As such, they are something to be advertised—not a substitute for advertising. In addition, the response from non-stamp merchants usually is more lineage about their attractions.

An American Way of Thrift Since 1896

S&H GREEN STAMPS



FINANCE COMMITTEE: *The delegates ponder*

Model-Dues Ceiling Increased To $10 Over 4-Year Period

(Continued from Page 1)

Guild members earning $95 and over (the schedule remains unchanged in lower salary brackets):

Effective Oct. 1, 1965	
$ 95.00—$ 99.99	$ 5.00
100.00— 104.99	5.25
105.00— 109.99	5.50
110.00— 114.99	5.75
115.00— 119.99	6.00
120.00 and over	6.25
Effective Oct. 1, 1966	
$125.00—$129.99	$ 6.50
130.00— 134.99	6.75
135.00— 139.99	7.00
140.00— 144.99	7.25
145.00 and over	7.50
Effective Oct. 1, 1967	
$150.00—$154.99	$ 7.75
155.00— 159.99	8.00
160.00— 164.99	8.25
165.00— 169.99	8.50
170.00 and over	8.75
Effective Oct. 1, 1968	
$175.00—$179.99	$ 9.00
180.00— 184.99	9.25
185.00— 189.99	9.50
190.00— 194.99	9.75
195.00 and over	10.00

The ANG Constitution requires locals to adopt either the stated model dues schedule, a 5-percent-of-salary model or a schedule that will yield "substantially equivalent" income.

The new model schedule is not contingent upon local action, the convention noted. ANG Counsel Irving Leuchter had cited a court decision establishing that local approval by referendum is not required under the Landrum-Griffin Act.

A motion by Clifford Cain of Buffalo to increase the upper limit of the schedule to $13.50 for employes earning $265 and over was defeated by 231 to 174 in the only roll call of the convention.

The roll call overturned a show of hands under which the motion had been ruled carried, 101 to 92. Under roll-call procedure, delegates cast the full voting strength of their locals rather than their individual votes.

Cain said he was proposing an additional upward extension of the schedule to further reduce inequities.

Noting the IEB's recommendation for a $200 cutoff as "consistent with our bargaining goals," Cain said a cutoff at the $265-$270 bracket would be more consistent with the Guild's revised bargaining goal of $270, adopted at the convention.

The convention's finance report directed the IEB to undertake a study of the Guild's new assessment schedule "with a view to easing any inequities between the ratio paid by lower-income-bracket members as compared to those in the higher pay brackets."

The board was directed to report its findings to the 1966 Convention.

The convention also directed the board to study the current financial policy under which the International Defense Fund reimburses the General Fund for the salary and expenses of staff members assigned to strikes and other emergencies, "with a view to relieving the General Fund's reliance on this as a source of its income."

The convention directed that the IEB continue to review the disparity between a constitutional clause limiting per-capita payments to 50 percent of dues payments equal to or less than the regular $2.36 per-capita rate and one requiring payment of the full per capita on dues payments between $2.36 and $4.72.

It also asked the board to study the advisability of amending the constitution to provide that per-capita payments not exceed 50 percent of dues payments calculated after the deduction of insurance premiums rather than before.

The board was instructed to report on all three studies to the 1966 Convention.

The convention reported the General Fund's condition as "satisfactory," with a surplus of almost $25,000 at the start of the new fiscal year. A 1965-66 budget of $562,651 and anticipated income of $557,914 were approved.

Model-Dues Roll Call

Following are the results of the Detroit Convention's only roll-call vote, on a motion by Clifford Cain of Buffalo to amend the Finance Committee's model-dues proposal to provide for a $13.50 ceiling for Guild members earning $265 and over instead of a $10 top at $195.

Local	Yes	No	Local	Yes	No
Akron	3	—	Pawtucket	—	2
Albany	5	—	Peoria	3	—
Bakersfield	1	—	Philadelphia	12	—
Bay City	2	—	Portland, Me.	—	4
Boston	11	—	Pueblo	3	—
Buffalo	6	—	Rochester	2	1
Canadian Wire Service	4	—	Rockford	2	—
Chicago	1	5	Sacramento	4	—
Cincinnati	—	5	St. Louis	—	12
Cleveland	7	1	Salem	2	—
Columbus	4	—	San Antonio	—	3
Denver	7	—	San Diego	7	—
Detroit	7	—	San Francisco-Oakland	—	21
Erie	3	—	San Jose	5	—
Gary	—	2	Scranton	—	3
Hammond	—	2	Seattle-Tacoma	9	—
Hawaii	5	—	Sheboygan	2	—
Hudson County	—	2	Sioux City	—	2
Indianapolis	4	—	Stockton	3	—
Kenosha	2	—	Terre Haute	3	—
Lansing	2	—	Toledo	—	6
Lehigh Valley	—	3	Toronto	18	3
Los Angeles	—	18	Twin Cities	8	—
Madison	—	2	Vancouver-New Westminster	—	8
Manchester	3	—	Victoria	—	3
Memphis	—	5	Washington	—	15
Montreal	4	—	Wilkes-Barre	3	—
New York	—	81	Wire Service	—	18
North Jersey	—	4	Youngstown	3	—
Ottawa	4	—		174	231

Detroit Hospitality Evokes Gratitude

Detroit, Mich. — ANG Convention delegates voiced their thanks in a resolution for a wide range of hospitality and entertainment accorded by the Detroit Guild and others in the Motor City.

Heading the list was the Detroit Local's convention-arrangements committee, headed by Warren Stromberg. Other members were:

Patricia McGuckin, Elkin Worthy, Joseph Koger, Carol Paul, Patricia Hobar, Bernie Hamilton, Betty Ulrich, James Long, Kenneth Thompson, Sheila Sharac, Lorri Swinhoe, Kathy Lacey, William Schulz, Mark Beltaire, Thomas Kleene, William Schmidt, James Sadler and Betty Fisher.

Miss McGuckin also served as chairman of the Convention Credentials Committee.

L.A. Guild Asks NLRB To Void Tie Election

Torrance, Calif.—A tie vote cost the Los Angeles Guild a representation election at the South Bay Daily Breeze last week, but the Guild, charging unfair labor practices, promptly asked that the election be set aside.

The Guild filed its objection after discovering that one of the employes who voted in the 13-13 election July 20 was the son of a director of Copley Press Inc., parent company of the firm that owns the Breeze. He was hired during the last week of eligibility.

The Guild also accused the company of destroying the Guild's majority by a campaign of coercion, including unilateral wage increases and promises of additional benefits if the Guild were defeated.

The Guild's accusation was filed in the form of a refusal-to-bargain charge. The National Labor Relations Board recently ruled that a company can be ordered to bargain without a new election if it is guilty of unfairly destroying the union's majority and of conduct that would justify setting aside the first election.

FARSON: *'Unity Needed'*

(Continued from Page 4)

ployers pay for comparable work.

"Some of our own members have been misled by the poor-mouth propaganda fostered by the publishers as a group," he said. "While there may be several papers in the few remaining highly competitive areas that are not in a good profit position, the majority never had it so good. . . .

"In the past year we were successful in fighting off attempts to weaken our bargaining position by long lockouts and record-breaking strikes. This defensive action required the expenditure of over one-half million dollars from our Defense Fund. And while we were successfully defending ourselves, we took on the added burden of building our Defense Fund up to the long-sought goal of one million dollars.

"Few unions have called on their members to demonstrate diligence and perseverance the way the Guild has in the past few years, and I take great pride in the overwhelming positive and determined response of our rank-and-file members.

"We are all grateful to, and give special commendation to, those who served on the front lines in Youngstown, Albany, San Juan, Terre Haute and Baltimore. And also to those who honored ITU picket lines in Columbus, East St. Louis and Toronto."

Mayor Hails Guild's Role

Detroit, Mich. — The Guild's role in improving the lot of newspaper employes was cited by Detroit's Mayor Jerome P. Cavanagh, in welcoming the ANG Convention.



"The American Newspaper Guild has, to Cavanagh a great degree, professionalized the job of newspaper reporting," he said, "and you have lifted the status of working for a newspaper far beyond what it was just a few short years ago."



From the issue of July 17, 1965

EDITOR CRUSADES AGAINST A STAND TAKEN BY THE NATIONAL COUNCIL ON CRIME AND DELINQUENCY

Hu Blank, managing editor of the Westchee Daily World (Wash.), is out to prove that newspaper publicity of juvenile offenders will reduce such crime. The National Council on Crime and Delinquency is strongly on record against it. But Mr. Blank has conducted surveys which show that as high as 98.2% of the public, in some cases, believe newspapers should print delinquents' names in big bold type.

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N.Y. Mailers Vote To Strike; Stereos File Unfair Charges

New York City—New York ITU Mailers last week voted to strike seven major New York City dailies in a dispute over automation.

Strike authorization was placed in the hands of local and international officers by a 20-1 membership vote after the union and the New York City Publishers Association reached a deadlock over job reductions resulting from new processes.

Negotiations continued in suspension between the Guild and the New York Times, where a Guild strike was authorized by a 9-to-1 vote last month. The Federal Mediation Service has been called in.

Thomas M. Laura, president of the Mailers, said the union is seeking a guarantee of the present number of jobs for both regular and substitute employes. The publishers' offer has been limited to protection for regular employes.

Meanwhile, the Stereotypers' Union voted to rescind a contract agreement with the publishers and filed an unfair-labor-practice charge against the association and three of its members — the Herald Tribune, Journal-American and World-Telegram & Sun.

The Stereotypers charged the publishers with bad-faith bargaining on the grounds they did not tell the union during negotiations that the possibility of joint operations was under consideration.

The union, in rescinding its contract agreement, said it will seek job protection to cover its members in the event of consolidation by two or more of the papers. James J. McMahon, president of the local, said strike action was a possibility.

However, John J. Gaherin, association president, said the publishers consider they have reached an enforceable agreement with the Stereotypers and indicated they would not reopen negotiations. The Stereotypers' contract had been ratified but not signed.

Hawaii Guild Upheld On Bonus Bargaining

Hawaii Newspaper Operators must bargain with the Hawaii Guild on the reinstitution of incentive bonuses abrogated by the company two years ago, the Nation Labor Relations Board has declared.

The board, in upholding a trial examiner's decision, ordered the company, which operates all departments of the Honolulu Advertiser and Star-Bulletin except editorial, to bargain with the Guild on incentive bonus plans for advertising employes.

The company had canceled two bonus plans in August 1963, three days after settlement of a 44-day Guild strike against the two Honolulu papers.

The company contended that the Guild had waived its right to bargain on bonuses because a contract clause excluded them from a contractual ban on pay cuts.

The board, while agreeing that statutory bargaining rights can be waived, ruled that such a waiver must be "clear and unmistakable." In the Honolulu case, the board held the exclusion of bonuses from the no-pay-cut clause did not constitute such a waiver.

The company has announced that it will appeal the case to the Ninth Circuit Court of Appeals.

Coercion Charged At Slovene Paper

Chicago, Ill. — Charges of refusing to bargain and coercing employes have been filed by the Chicago Guild against the Slovene National Benefit Society, publisher of the foreign-language newspaper Prosveta.

The Guild charged the society with holding a "captive-audience" meeting May 19 in an attempt to pressure the employes into accepting a management offer that included several retrogressive proposals.

Since then, the Guild said in a statement filed with the National Labor Relations Board, the society has refused to bargain.

Federal Overtime Inquiry Wrests $8,172 From UPI

New York City—United Press International has paid a total of $8,172 to 16 Guildsmen in its New York office as a result of an investigation by the Labor Department's Wage and Hours Division.

After a routine investigation of overtime policies of New York newspapers and wire services, the division ruled that UPI owed back overtime pay ranging from $55 to $1,371 to the 16 employes.

The division ruled that in the case of 10 persons classified as administrative assistants, the option of time-and-a-half pay or equal time off, permitted under the Guild's contract, is illegal under the Wage and Hours Act. Compensation for the assistants and five other employes previously given equal time off henceforth will be in cash at the time-and-a-half rate.

In the case of the 16th employe, who is paid a flat bonus for writing a column, the division ruled that overtime must be calculated not on wages alone but on a base including the bonus.

A 17th overtime award to UPI photo-production manager George M. Muldowney, an ANG vice president, is being contested by the company, which claims he is exempt from overtime provisions as a supervisor.

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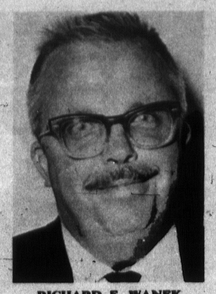
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RICHARD E. WANEK

Wanek Accepts Administrative Post In Denver

Denver, Colo. — Richard E. Wanek, former president of the Twin Cities Guild and former Minnesota state labor conciliator, has been named administrative secretary of the Denver Guild.

Wanek, who graduated from Northwestern University's Medill School of Journalism in 1939, worked on papers in Decatur and Springfield, Ill., before joining the St. Paul Dispatch and Pioneer-Press in 1942.

He served several terms on the executive board of the Twin Cities Guild before becoming president in 1959. He was St. Paul unit chairman in 1955 and 1956 and served on its collective-bargaining committee from 1947 to 1960.

He was named state conciliator in 1961, serving a four-year term.

Wanek succeeds Joseph L. Matty, who resigned the Denver post last August to become administrative officer of the Los Angeles Guild.

Board Upholds Legality Of Strike At Sun

The general counsel of the National Labor Relations Board last week denied a Baltimore Sunpapers appeal of an NLRB regional director's dismissal of an unfair - labor - practice charge against the Washington Guild.

The Sunpapers had charged that the Guild's April 17 strike was unlawful because the Guild had failed to notify the Maryland Department of Labor that a strike was imminent.

The general counsel ruled that a representation election initiated by the Sunpapers before expiration of the old contract relieved the Guild of the notification requirement.

Meanwhile, a hearing by a three-man arbitration panel that will decide on wage and union-security provisions of the Guild's new contract has been recessed until Aug. 9.

The hearing was originally scheduled to end July 9, but only the Guild had presented its case by that time. The hearing was recessed in the absence from the city of one of the arbitrators, Dr. Otto F. Kraushaar, president of Goucher College.

The arbitration grew out of an agreement that ended the 47-day Sunpapers strike.

The independent News Union of Baltimore has filed a $125,000 damage suit against the Baltimore News American for wages lost when the Hearst paper shut down in sympathy with the Sunpapers.

The News Union charged that the News American had illegally locked out its members and refused to arbitrate or submit the question to grievance procedures under a contract then in force.

Examiner Refuses Grievance Data, L. A. Guild Files 3rd NLRB Charge

Los Angeles, Calif.—The Los Angeles Guild has filed its third unfair-labor-practice charge in six months against the Los Angeles Herald-Examiner.

As in the two previous cases, the Guild accused the company of refusing to supply information needed for contract enforcement. In both earlier cases, the company supplied the information after the charges were filed.

The company, in turn, has filed an unfair charge against the Guild, charging it with refusal to live up to a contract clause requiring the negotiation of a time limit on grievance procedure.

A company proposal for a 90-day time limit was rejected by the local's representative assembly. Guild officials charged the Herald-Examiner with interfering with employes' processing of grievances.

The Guild, meanwhile, lost two key arbitration cases at the Los Angeles paper.

In one, arbitrator Sanford H. Kadish ruled that a change of operations in loading and delivery of color sections, which had eliminated five jobs, was not a "technological change" requiring negotiations under the Guild's automation clause.

Kadish said "technological change" was a narrower term than the one originally proposed by the Guild: "new processes, new methods and/or equipment." The latter, he said, would have covered the job changes.

In the other case, arbitrator John L. Darragh ruled that the Guild's jurisdiction clause was not violated by the company's action in closing its garage and farming out the jobs of nine maintenance employes.

Darragh said the jurisdiction clause could not be interpreted to bar subcontracting in the absence of a specific provision to that effect.

L.A. Guild Files Charge At Hollywood Daily

Hollywood, Calif.—An unfair-labor-practice charge accusing the Hollywood Citizen-News of eliminating the merit pay of three employes in retaliation for the Guild's enforcement of overtime pay provisions has been filed by the Los Angeles Guild.

The Guild acted after the company fulfilled a threat to eliminate a $7.50 differential in the case of any employes not working a split shift, according to Administrative Officer Joseph Matty. Matty said the threat was made when the Guild moved to enforce overtime provisions.

The Guild said the move was in retaliation for the employes' role in enforcing the overtime provisions.

The California Labor Board has ordered the company to restore the differential in the case of one employe unless it could prove she previously worked a split shift.

Ex-Guild Leader Is Kidnap Victim

Sacramento, Calif. — California Finance Director Hale Champion, a former San Francisco Guild leader, is safe at home after what Champion called "a delightful tour of central Nevada" as hostage of two fugitive kidnap-murder suspects.

Champion, former chairman of the Guild's San Francisco Chronicle Unit, and his wife and infant daughter were seized early July 8 by two Oregon ex-convicts who invaded their home while fleeing police. The two gunmen were being hunted in a bank holdup, the fatal shooting of an Oregon sheriff's deputy and six kidnapings.

Champion, wounded slightly in the hip by gunfire during the pursuit, was released early next morning, but the gunmen drove on with his wife and daughter in a commandeered Nevada Highway Patrol car, trailed by police.

Mrs. Champion and the baby were released three hours later, just before the gunmen surrendered. Her captors were "pathetic" and "really courteous all the time," she said.