

N. Y. Times, Guild Accept Settlement Formula

Unit To Vote On Ratifying Kheel Terms

BULLETIN

New York City—The New York Times and the Guild's negotiating committee, after meeting today with Mayor Robert F. Wagner, accepted strike-settlement terms proposed by mediator Theodore W. Kheel. The negotiating committee unanimously recommended acceptance of Kheel's terms, which will be submitted to a ratification meeting over the weekend.

New York City—Terms recommended by mediator Theodore W. Kheel for ending the 23-day-old New York Times strike met a cool reception yesterday from both the Times and the Guild.

The recommendations, in the form of a report to Mayor Robert F. Wagner, were submitted to both parties late Oct. 6, two days after the negotiation of a settlement between New York publishers and the ITU Mailers.

Wagner called both sides to City Hall today to press for a settlement. ANG Executive Vice President William J. Farson flew to New York for the session.

Times Publisher Arthur Ochs Sulzberger said the Kheel proposals "go far beyond anything we could possibly consider."

The Guild's negotiating committee, headed by Executive Vice President Thomas J. Murphy, declared a few hours after receiving the 30-page report that it was "unacceptable as a formula" for settling the strike.

Settlement of the Mailers' dispute over automation protection for substitutes was achieved Oct. 4 on the basis of proposals submitted by Kheel. The terms were not disclosed pending ratification, for which no date has been set.

Meanwhile, the newspaper blackout that descended over the city Sept. 16, when publishers of five other dailies suspended publication in support of the Times, lifted somewhat Sept. 27 with the Herald Tribune's return.

The Tribune withdrew from the New York City Publishers' Association with a statement criticizing the shutdown as pointless and damaging. But it promptly encountered distribution difficulties when wholesalers initially refused to handle additional papers.

The Tribune's resumption of publication returned 650 of 2,800 locked-out Guild members to their jobs.

(Continued on Page 5)

The ANG GUILD REPORTER

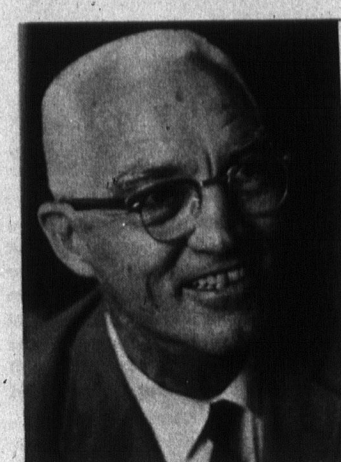
OFFICIAL ORGAN OF THE AMERICAN NEWSPAPER GUILD (AFL-CIO, CLC)

Vol. XXXII, No. 20

Washington, D. C.

October 8, 1965

Rupert, McLaughlin Win; Dobson Loses At Large



BARNEY PETERSON



ROBERT J. RUPERT



ROBERT D. NORDIN

New Faces on the International Executive Board

Woods Victor In Voting For IEB Positions

Robert D. Nordin of Vancouver-New Westminster, Barney Peterson of San Francisco-Oakland and incumbents George M. Muldowney, Kenneth E. Rieger, Marshall W. Schiewe and Noel Wical were elected ANG vice presidents at large in a membership referendum Sept. 22-27. Incumbent Jack Dobson of Toronto ran last and was defeated.

Robert J. Rupert of Ottawa nosed out Nada Bozinoff of Toronto by 26 votes for Region 1 vice president, and incumbent

Official Vote Tally . . . Page 8

Daniel A. McLaughlin of North Jersey defeated Charles Leveroni of Boston by 379 in Region 1.

Incumbent James B. Woods of St. Louis was re-elected in Region 3, where his opponent, Fred T. Kearney of Youngstown, withdrew from the contest.

This was the official tally, as reported Oct. 6 by the International Election and Referendum Committee:

At Large	
Nordin	9,556
Peterson	9,551
Muldowney	9,530
Rieger	9,413
Schiewe	9,208
Wical	8,672
Dobson	4,014
Region 1	
McLaughlin	1,157
Leveroni	778
Region 3	
Woods	2,242
Kearney	239
Region 6	
Rupert	893
Bozinoff	867

The newly elected vice presidents will be sworn in at the International Executive Board's fall meeting Oct. 18-21, along with James P. Bennett of Los Angeles, who was elected vice president from Region 4 without opposition at ANG's Detroit Convention in July.

President Arthur Rosenstock, Executive Vice President William J. Farson, Secretary-Treasurer Charles A. Perlik, Jr., and Vice Presidents Richard P. Lane of Region 2 and Bernard W. Stein of Region 5 were also re-elected without opposition.

A total of 11,946 votes were

(Continued on Page 9)

SFONG Moves To Stem Cuts As Dismissal Roster Grows

San Francisco, Calif.—With 325 Guild jobs already marked for extinction in the wake of San Francisco's newspaper merger and consolidation, the San Francisco-Oakland Guild last week presented revised contract proposals in an effort to stem the avalanche of job losses.

The Guild, whose citywide contract expired Sept. 26, presented a battery of proposals ranging from a shorter week and early retirement to extended company payments to jobless employees.

Already facing an announcement by the new San Francisco Printing Co., which controls the business and production operations of the two surviving newspapers, that 240 of 525 advertising-department employees will be discharged, the Guild last week

was told by the Hearst Corp. that 62 of 328 editorial jobs will go, as well.

Yesterday, with the expiration of a four-week job freeze, the Guild was notified that 15 more advertising employees and eight promotion employees will also be cut.

The 325-job reduction represents one-fifth of the Guild's membership on the San Francisco dailies.

The local joined with the San Francisco Central Labor Council in calling on the Justice Department to explain its "acceptance" of the consolidation of all business, advertising, circulation and production departments by the San Francisco Chronicle and the merged Examiner and News Call Bulletin.

The council asked for further investigation of the combination and petitioned President Johnson, California's two senators, the Bay Area House delegation, Gov. Edmund G. Brown and Mayor John F. Shelley to intervene with the Justice Department to bring action against the new "newspaper monopoly."

In Washington, ANG Executive Vice President William J. Farson is awaiting a reply to his request for a meeting with Donald F. Turner, assistant attorney general in charge of the antitrust division, to discuss the possibility of restoring "meaningful" newspaper competition in San Francisco.

The California-Nevada District

(Continued on Page 10)



MOBILIZATION: Pickets from the International Union of Electrical Workers, led by President Paul Jennings, left, and Secretary-Treasurer George Collins, join Guild

members picketing the Times Washington bureau. Another group of more than 200 Packinghouse Workers also joined the line in a separate demonstration at the bureau the same day.

And inside . . .

NLRB Rules Unions Can Quit Joint Bargaining . . . Page 3
Behind The Strike . . . Page 4
Picketing Fashions . . . Page 5
Tribune Finds Roadblock To Newsstands . . . Page 6

Suburban Reporters Gain \$10 In Hazleton

Hazleton, Pa.—Suburban reporters receive a \$10 increase and other reporters a \$6 raise in a new two-year agreement between the Guild and the Hazleton Standard-Speaker.

The top minimum for suburban reporters goes up \$5 each year, to \$109.50 in the second year. The top for other reporters goes up \$3 a year, to \$127.50.

The contract, retroactive to last Nov. 1, increases the severance-pay ceiling from 26 to 28 weeks and reduces the service requirement for four weeks' vacation from 26 years to 20.

A new jurisdiction clause protects the Guild's jurisdiction over work presently performed in the bargaining unit, as well as new or additional work.

The extra \$4 for suburban reporters, the severance improvement and an improvement in the jurisdiction clause were negotiated after the ANG Contracts Committee refused permission to sign a proposed settlement and assigned International Representative James M. Cesnik to Hazleton to help negotiate a better one.

\$11 Raise, Other Gains Won By Toronto Unit

Toronto, Ont.—Wage increases totaling \$11 over three years and improvements in vacations, severance pay, welfare and automation protection have been negotiated by the Guild for employees of the Toronto Racing Form.

The agreement provides for a \$4 increase retroactive to Jan. 1, a \$3 increase Oct. 1 and another \$4 next Aug. 1. It will raise the top minimum for assistant statistical editor, highest job in the contract, to \$149.50 in the final step.

The contract bars dismissals resulting from automation, calls for three months' notice to the Guild of new processes or equipment that will bring staff reductions and eliminates a three-year service requirement for retraining.

The severance-pay ceiling is increased from 38 weeks to 40 in dismissals.

The contract provides an employer-financed disability plan

paying full salary for the first six months of injury or illness and half pay after that for as long as the disability continues. The employer will pay the disabled employee's share of contributions to the Canada Pension Plan after the first six months.

The service requirement for four weeks' vacation is reduced from 18 years to 13, and three days' bereavement leave is provided.

Top Minimums Up \$4 In Norfolk Reopener

Norfolk, Va.—Increases in top minimums ranging up to \$4 have been won by the Hampton Roads Guild in a wage reopener at the Norfolk Virginian-Pilot.

The experience progression schedule is reduced from six years to five, with the new five-year top at \$144, up \$4 over the old six-year figure. The new starting minimum and all other step-up minimums are up \$12 for new employees, with the starting minimum at \$104.

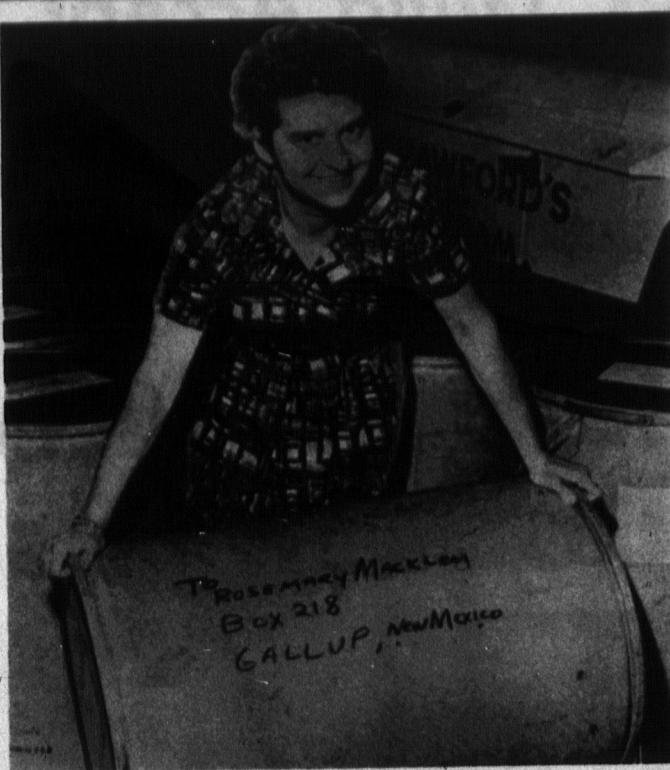
Top minimums for limited-assignment reporters, deskmen and retouch artists rise by \$4, to \$132, with the progression schedule also reduced from six years to five. Starting and step-up minimums are up by \$10 to \$14 for new employees.

\$11.50 Package Won At Tonawanda News

Tonawanda, N.Y.—A wage and pension package totaling up to a market value of \$3,991,406 during the 1964-65 fiscal year, according to the annual report of the trustee, the Chase Manhattan Bank of New York. At the end of fiscal 1964 it stood at \$3,209,000.

Last year, contributions into the Commingled Fund from the separate participating trust funds maintained for individual pension plans totaled \$673,403. In the same period, income from dividends and bond interest totaled \$131,019.

A net gain of \$4,849 was realized on sale of part of the securities held under the trust.



Cleveland Press Photo by Clayton Knipper

ONE WOMAN'S CRUSADE: Cleveland Guildswoman Elaine Stefanek rolls out one of 12 barrels of clothing, shoes, soap, sewing kits and other articles which she has collected for needy New Mexico Indians with the help of her fellow workers at the Cleveland Press. In a special resolution passed unanimously at a general meeting Sept. 30, the Cleveland Guild paid formal tribute to Miss Stefanek for "making it a personal challenge and crusade to do something about the plight of this nation's most neglected citizens."

ANG Pension-Trust Fund Worth Nearly \$4 Million

ANG's Commingled Pension Trust grew almost \$800,000 to a market value of \$3,991,406 during the 1964-65 fiscal year, according to the annual report of the trustee, the Chase Manhattan Bank of New York. At the end of fiscal 1964 it stood at \$3,209,000.

Last year, contributions into the Commingled Fund from the separate participating trust funds maintained for individual pension plans totaled \$673,403. In the same period, income from dividends and bond interest totaled \$131,019.

A net gain of \$4,849 was realized on sale of part of the securities held under the trust.

In addition, the fund had a potential profit available of \$294,056—the excess of the market value over the cost of the securities held under the fund. The excess was nearly 8 percent of the cost at the end of the fiscal year. The fund disbursed \$20,485.25 to the participating trusts last year, bringing the total to \$221,085.58 over the trust's seven years of existence.

The fund covers 14 individual pension trusts covering members of 10 Guild locals, the Federation of Guild Representatives and the UPI-Commercial Telegraphers' Union retirement plan, the only one covering employees outside the Guild.

End Filibuster On 14(b) Bill, Senate Urged

AFL-CIO News Service
New York City—A threatened filibuster to prevent a vote on repeal of Section 14(b) "must be broken" and the Senate allowed to vote on the elimination of "Right to Work" laws, the AFL-CIO Executive Council has declared.

The Executive Council made the filibuster initiated by Sen. Everett M. Dirksen (R-Ill.) the first order of business at its fall meeting here, affirming its confidence that "the majority of the Senate will stand firm for their convictions . . . and will vote to carry out the will of the people at the present session of Congress."

AFL-CIO President George Meany told reporters that to his knowledge this is the first time that a leader of a major political party has sponsored a filibuster. Dirksen is the Senate minority leader.

The federation president said the AFL-CIO has counted "enough votes to pass" the repeal bill, but that no canvass has been made on the question of imposing cloture to cut off a filibuster.

Labor Secretary W. Willard Wirtz, who met with the council to discuss the progress of legislative programs, told reporters that the Administration would do "everything possible" to see that 14(b) is repealed. Wirtz termed the prospects of repeal at this session "very probable."

A filibuster to prevent Senate action on the House-passed repeal bill, which would knock out the section of the Taft-Hartley Act that allows states to adopt "right-to-work" laws, "would be a flagrant perversion of the democratic process," the council said.

The rallying of forces against the Dirksen filibuster highlighted the council's four-day meeting, which took these other actions:

► Called for action by House leaders to pry loose the House Labor Committee-approved minimum-wage bill from the Rules Committee and bring it to a vote at the present session.

► Declared it to be the policy of the AFL-CIO that all affiliates voluntarily work out arrangements with religious groups to respect personal religious convictions on union membership and activities.

J. F. Cummins, 67; Cleveland Officer

Cleveland, Ohio—John F. Cummins, former treasurer of the Cleveland Guild, died Sept. 29 at 67.

Cummins founded three labor newspapers—the Erie Press, the Buffalo Union Leader and the Cleveland Union Leader.

He was publisher of the Union Leader here from 1937 until it merged with the Cleveland Citizen in 1959, serving as editor of the Citizen until illness forced his retirement in 1963. He was Guild treasurer during those four years.

Cummins served two terms on the North Ridgeville (Ohio) City Council and was active in civic and Democratic political organizations.

The label ordinarily does not obscure editorial matter; it did so in the Sept. 10 issue as the result of an error at the printing plant.

Unions May Quit Joint Bargaining, NLRB Declares

The National Labor Relations Board, in a key newspaper-industry ruling last week, held that unions have the same right as employers to withdraw from a multiemployer bargaining unit.

The board, in a 3-1 decision, ruled that two Detroit locals of the Pressmen's Union are entitled to bargain separately with Detroit publishers if they so choose.

It ordered the Detroit News and Free Press to cease their refusal to bargain individually with the two locals and held that the papers' insistence on retaining a joint bargaining unit was a violation of the National Labor Relations Act.

The locals—one composed of pressmen, the other of paper handlers—sought to withdraw from the joint bargaining unit before last year's 19-week Detroit newspaper strike. The attempt followed an NLRB ruling that "massive retaliation" lockouts are illegal where bargaining is with individual employers.

However, the Sixth Circuit Court of Appeals subsequently threw out an unfair-labor-practice charge against the Detroit News in a lockout involving the Teamsters' Union, which bargains individually with the two papers.

It based its decision on a Supreme Court opinion that employers may use lockouts as a bargaining tactic.

Two NLRB trial examiners delivered diametrically opposite recommendations in the two Detroit Pressmen's cases, one holding that the papers were justified in refusing to bargain individually and the other that they were not.

Declaring that multiemployer bargaining units are "rooted in consent" of both parties, the board pointed out that it has always permitted employers to withdraw from them and said it could not deny unions that right.

The board rejected the newspapers' contention that unions should not have the same right of withdrawal because it would increase their bargaining power.

"The bargaining power of either union or employer is not a criterion used to determine the appropriateness of a bargaining unit," the board majority declared.

The newspapers argued that permitting the unions to withdraw would deprive the papers of the right to use the lockout as a "defensive" weapon against a strike aimed at one of them.

Stating that this was not a legitimate basis for barring withdrawal, the board added:

"We have no occasion to decide at this time whether a union's withdrawal from multiemployer bargaining followed by its striking fewer than all of the former employer members of the larger unit would effectively deny to the employers who are not struck the right to engage in a lockout."

That question, among others concerning lockouts, remains to be decided in light of the recent relevant Supreme Court decisions.

The New York Typographical Union has filed similar refusal-to-bargain charges against New York City publishers, who, like those in Detroit, have refused to negotiate with the union except on a multiemployer basis.

An attorney for the New York City Publishers Association appeared before the board as a "friend of the court" in the Detroit case to argue against permitting the unions to withdraw.



MAN OF THE YEAR: ANG International Vice President Daniel A. McLaughlin, left, receives a plaque from Council President Robert M. Golden. Looking on are Sidney Benjamin, council secretary, and Barbara Flakelstein, president of the North Jersey Guild. McLaughlin's home local, at its meeting Sept. 25 and 26 in Scranton, the council also voted an initial contribution of \$500 and a continuing monthly contribution of \$250 to New York Times strikers.

Guild-ITU Conference Explores Co-operation; 3rd Session Set

New York City—Officers of ANG and three major Guild locals continued their discussions of interunion co-operation with leaders of the International Typographical Union at a second meeting last week and scheduled a third meeting for next month.

In a joint statement, the two groups agreed that the meeting had been "informative and helpful."

"A broad range of approaches to the solution of mutual problems was discussed," the statement said, adding:

"The meeting was devoted to exchange of information on operations and rules of the two organizations as related to co-operation between them, and various approaches to—and degrees of—unity were explored as a basis for further study at the next meeting."

The two groups will meet again during the week of Nov. 28 in Atlanta.

The New York meeting, held Sept. 27 at the Astor Hotel, was attended by the same groups that participated in the first meeting between the two unions in Washington in August.

The Guild was represented by

ANG Executive Vice President William J. Farson, Secretary-Treasurer Charles A. Perlak, Jr., Collective Bargaining Director J. William Blatz, Research and Information Director Ellis T. Baker; Thomas J. Murphy, executive vice president of the New York Guild; Rollin Everett, executive secretary of the St. Louis Guild; and Fred Fletcher, executive secretary of the San Francisco-Oakland Guild.

ANG President Arthur Rosenstock was unable to attend the meeting, and Murphy was able to attend only briefly because of Guild negotiations with the New York Times.

The ITU was represented by President Elmer Brown and other members of its executive council.

Kenosha Votes To Honor Printers' Picket Lines

Kenosha, Wis.—The Kenosha Guild voted last week to support the Typographical Union in current bargaining with the Kenosha News and to observe its picket lines in the event of a strike.

In a resolution approved Sept. 28, the Guild noted that a "spirit of mutual co-operation" has existed between the two unions since the printers encouraged Guild organization 12 years ago and that the printers have supported the Guild in difficult bargaining situations in the past.

In the event of a Typographical Union strike, the resolution declared, "it shall be the stated policy of Local 159 that no Guild member shall cross ITU picket lines."

isted between the two unions since the printers encouraged Guild organization 12 years ago and that the printers have supported the Guild in difficult bargaining situations in the past.

In the event of a Typographical Union strike, the resolution declared, "it shall be the stated policy of Local 159 that no Guild member shall cross ITU picket lines."

Guild Protests AP Move In CTU Job Cut

New York City—The Wire Service Guild has served notice on Associated Press that it will resist the imposition of wirephoto operators' duties on newsmen as a byproduct of new automatic wirephoto equipment.

Ray Mann, Wire Service administrator, sent AP a letter last week asserting that wirephoto work is in the jurisdiction of the Commercial Telegraphers' Union and that AP "may not require the work to be performed by employees under Guild jurisdiction."

Up to 74 CTU wirephoto operators' jobs are being eliminated in conjunction with installation of the new equipment in bureaus and clients' newspapers. Mann said several AP bureaus have notified Guild representatives that management may be contemplating using newsmen for some of their duties.

"If any chief of bureau has notified his employees that they are to be responsible for wirephoto work," Mann told AP, "the Wire Service Guild protests such action and requests notice repudiating such notice."

Two Guild photoprinter jobs are being eliminated in Boston as a result of the new equipment. All AP subscribers in Boston have switched to the automatic device.

Employees with 29 and 23 years' service are affected by the cut-back.

IT SEEMS TO US

Interunion Co-operation Urged On Automation

WASHINGTON, D. C.

Editor: The New York strike is a horrifying example of inadequate top ITU and ANG leaders causing hardship for union members—not to mention newspapers and readers.

I think the real basis of the dispute is union vs. union. Competent union leaders would have recognized the inevitability of automation years ago and prepared for it with interunion co-operation. Whether or not merger of ITU and ANG is desirable is not the question, because sensible interunion co-operation in Washington resolved the basic issue under contention in New York.

If ITU and ANG members want to avoid constant dispute and possible strikes over automation and take advantage of it instead of fighting it, we must get

top leaders who think about their members first and forgo petty union jealousies and power struggles. Would ANG leaders be fighting for veto power over automation if ITU leaders hadn't got it? Top union leaders are our servants, not our bosses. Let's ignore our servants and take over the issue of automation at the local level.

ITU and ANG members work together every day putting out newspapers. They can work together to resolve the problems and realize the benefits of automation. It has been done in Washington.

HAL WILLARD
Washington Post Unit

Delivery Delays Cited By New York Reader

BROOKLYN, N. Y.

Editor: In the past I have received my copy of the GR as much as two weeks late. It never occurred to me to complain before; however, during the present strike and lock-out, the GR comes as a pleasant relief from "wanted" posters and telephone directories.

I hope that the 250 miles between Washington, D. C., and Brooklyn, N.Y., will be covered within a week in the future.

MARK SCHEINBAUM
New York Guild

Reserved Space Urged For Label

LEXINGTON, MASS.

Editor: Being too good a paper may bring you more complaints than praise.

In GR for Sept. 10 I read two

reproofs from disappointed members over delayed deliveries. Then I turned to the back page for the editorials. There I found the address label pasted securely over one of them and had a helluva time learning what 13 cents can do.

Would not a reserved space for the label facilitate deliveries, besides permitting us enthusiastic members to read the whole paper?

EDWIN A. BENNETT
Boston Guild

Editor's Note: The design of the GR's editorial page and limitations of the equipment used to affix address labels do not permit a reserved space for the label. The Post Office says a reserved space would have no effect on the speed of delivery.

The label ordinarily does not obscure editorial matter; it did so in the Sept. 10 issue as the result of an error at the printing plant.

New York: The Facts Behind The Strike

Following is the text of a report issued by officers of the New York Guild's Times Unit, headed by Joseph Eisenberg, on the facts behind the Guild's strike against the Times. More than 20,000 copies of the report, issued before the Herald Tribune resumed publication, have been distributed to Guild members, craft unionists and the public, some at New York newsstands.

How did we get here? How did there come to be a strike against the New York Times? And is there any good reason for the Times management's blocking out six other major newspapers?

The Newspaper Guild of New York did not strike any newspaper other than the Times. The Guild struck the Times. The other newspaper publishers struck the public.

It was the publishers who closed the other newspapers and who endangered their survival—if it is true, as they have asserted, that the Herald Tribune, the World-Telegram & Sun and the Journal-American are really losing money.

Are the other newspapers really in such dire straits, as they have asserted? Or is there some scheme under way to close a newspaper or two forever—and wrongly blame the Newspaper Guild?

Let's not let the people be fooled.

The strike against the Times was not for money. The Guild is not trying to break any other union's money pattern.

Then why is there a strike?

There is a strike because there are certain running-sores issues at the Times. They are not necessarily issues that affect any other newspaper at all. They are issues that could have been settled without its costing the Times a single penny.

And this fact that the Guild is not holding the Times up for more money should be credited to the Guild. For the Times holds an eminent position in the newspaper industry in this town:

1. The Times "is the only New York newspaper to show strong circulation gains in the past year" and "in the past 10 years." That's from the Times's own advertising.

Automation And Jurisdiction

These are fancy words. What they mean is jobs. And we give the Times credit—it has been fairly good about these things in the past. Then why the argument? Is the Times planning to change its attitude toward men?

The Guild has never prevented automation at the Times. Since 1960, Guild members have had their former jobs replaced by automation in the elevators, in the telephone room, in bookkeeping, in circulation accounting. And 64 jobs have been cut out.

What happened to the employees? Some retired. Some resigned.

Some were transferred to other jobs on the paper, including some who were retrained.

The Times itself says one-third of these now have higher-salaried jobs than before. The number of employees in Guild jurisdiction—i.e., Guild protection—rose from 2,045 at the start of 1960 by 163, to 2,208, at the end of 1964.

So, has the Guild been a block?

Why any trouble now?

The Guild proposed a contract clause to protect employees against dismissal or reduction in classification as a result of new methods or of joint operations with other newspapers. Those who resigned, retired or died would not have to be replaced.

The Times countered with a proposal to protect only those employees who were regular full-timers as of last March 31 and only against automated processes. This means that anyone hired after March 31, 1965, would never have any protection. In effect, such more recent and future em-

ployees would never be on anything more than temporary status.

Has the Times told this new or would-be employees? Would it ever be able to hire anyone if it had such a policy? Is it trying to wipe out security eventually for everybody as the staff turns over? Does it understand its own proposal?

What does this mean to any employee? Automation could affect anyone. A reporter could be required to use a typewriter that would punch tape that would operate a typesetter. Or he could be replaced himself by a teletyped news service, disregarding his newspaper's individuality. A messenger could be replaced by a conveyor belt.

On jurisdiction, the Guild asked for prior agreement before introduction of new processes or equipment that might affect the jurisdiction of the Guild and another union. The Guild has no desire to take over work traditionally done by any other union. The Guild believes it is in the obvious best interest of everyone to reach mutual understanding before bringing in any new process or equipment that might involve any interunion problem.

The Times says it agrees that whenever Guild work is performed, an employee in Guild jurisdiction shall do it.

Then why can't it agree to an effective guarantee? Where's the trouble? Wouldn't it be sounder to get things understood in advance, everybody agreeing?

And is that kind of problem about job protection—wording—something for which the Times should block out other newspapers?

There are nonunion employees at the Times, and the Guild bargains for them—

For the six months ended last March, Times weekday circulation was up 26,000, to 730,000; every other major paper's weekday circulation was down. Times Sunday circulation was up 33,000, to 1,446,000. Everybody else's Sunday circulation was down except for the Journal-American, which had a gain one-tenth that of the Times.

The Times is a good newspaper. Times Guild members make it so.

2. The Times "carried more advertising than the second and third newspapers combined" in the first half of this year. Again that's from the Times's own promotion advertising. Those second and third newspapers are the News and the Herald Tribune—their total together not up to that of the Times.

The Times is a thriving newspaper. Times Guild members make it so, and they want to help it keep growing and making profits.

There is a Times strike because we in the Guild want to protect the people who have made it a good newspaper. We want to keep them working. We want to attract new people in this industry.

We don't want newcomers to think of newspapers as interested only in throwing employees out on the street in favor of some machine when they're younger or forcing them to seek relief when they finally have to retire.

The key issues before the strike—and the Guild has bargained on them since March, extending a contract that originally would have expired March 31—were as follows: Automation and jurisdiction, union membership, and pensions and severance.

200 out of 2,400 in Guild jurisdiction.

The Times management says it won't allow a union shop for employees who gather, write and edit the news.

Yet 85 percent already belong. The Guild must, by federal law, protect all employees, union members and nonmembers alike. The Guild is currently having to go on toward arbitration for the sake of a nonunion photographer.

Then why shouldn't such employees pay the cost of Guild services, Guild bargaining for them? Wouldn't such employees be better off having a say in Guild operations?

Not one such employee would fail to get a pay raise already agreed on that would exceed any payments to the Guild.

Let's take the profit-out of nonunionism! And it wouldn't cost the Times management a cent—or one iota of its principles—and every other newspaper management in town knows it.

And what about pensions? The Guild has tried to improve pensions at the Times. The Guild has proposed letting employees take along at retirement the severance pay—their job-protection pay—they have built up through their years of Times service.

This has already been in effect for many years at such a paper as the Herald Tribune, which the Times has caused to close down. The Herald Tribune, the World-Telegram & Sun, the Journal-American and smaller papers join with the Guild in a citywide Guild pension fund. And the Post, which to its credit has continued publishing, gives its employees severance on retirement. And the employees have a Guild pension.

The Times has a pension plan—its own unilateral pension plan. The Guild thinks the Times is paying heavily to an insurance company—and getting very poor pensions out of it for its employees.

Let us show the difference between the attitude of the Times management and the Guild. Last fall, the Guild went so far as to offer to take \$4 a week out of Times members' own pay to buy a share in the Guild pension fund with their own money to add to the Times's pension. The Times said it wouldn't stand for our getting two pensions and asserted any Guild pension would have to be subtracted from the Times's pension.

Why?

It was Times policy. We couldn't even



New York Guild Photo by Jules Geller

THE GUILD'S CASE: Thomas J. Murphy, executive vice president of the New York Guild, states the Guild's position on New York Times strike issues to a television reporter as unit chairman Joseph Eisenberg, reflecting the weariness produced by around-the-clock bargaining, stands by.

help the Times by buying our own pensions.

No, said The Times.

And try to find out why . . . And what did the Times offer this year? It said it would be willing to sit down with the Guild to talk about pensions again—in fact, it would talk once a month for the next two years.

We had that kind of deal before. In the contract stipulation of June 21, 1963, the Times agreed to join the Guild in studying possible participation of the Times in the Guild pension plan. The Guild made a presentation. The Times management then asked for time to prepare an answer—and more time and more time. It kept postponing meetings.

In the last 2 1/2 years there were just two meetings of pension negotiators.

Is this good faith? Is this why other newspapers have shut down? Who's the dog in the pension-issue manger?

The Guild wants newspapers to operate. The Guild wants newspapers to prosper. The Guild wants to help newspapers do better. And the kind of issues that divide us at the Times oughtn't to take five minutes to settle.

Then why do the publishers want a shut-down?

Favor Returned

New York City—The AFL-CIO Executive Council has suggested that the New York Times take a dose of the medicine it has long been prescribing for others.

"Throughout the years," it said in a statement on the Times strike and the other New York publishers' blackout, "these newspapers, and especially the Times, have proffered unsolicited advice to the trade-union movement at every opportunity."

"Today, we suggest to the New York Times that it translate some of its own editorial advice to others into actions governing itself. We suggest to the Times that it bargain in good faith, that it provide the Newspaper Guild with the pertinent information it has a legal right to receive and that it achieve a contract settlement promptly."

Guest pickets have included Fred Fletcher, executive secretary of the San Francisco-Oakland Guild, and two 14-year-old boys from across the river in Elizabeth, N.J.

Fletcher was in town for a top-level meeting of Guild leaders and officers of the International Typographical Union. The two boys were in town to see a Yankee-White Sox game and stumbled across the picket line while wandering in

Interim papers continue to bloom and die like chickweeds.

In addition to the New Daily, the Daily Mirror, the Herald and New York Today, newsstands sprouted such unfamiliar flags as Challenge, A.M., the New York Daily Eagle, the Star and the New York and Brooklyn Daily.

New York Today folded early, and the Herald, the Star, A.M. and Challenge

the Times Square area after the game was rained out. They marched for an hour.

"My father's always talking about automation," said one. "We just wanted to help out."

Three Times labor reporters—both present and past—have done yeoman duty during the strike.

Two former Washington labor reporters, Joseph A. Loftus and John D. Ponfret, have served as picket captains at the Times bureau in the capital. And Damon Stetson, present Times labor reporter in New York, has been standing by at negotiations to telephone reports of bargaining progress—or lack of it—for the Guild's strike bulletins.

The problem of voting in the International Executive Board elections was solved neatly in the face of the dispersion of 5,000 members as a result of the strike and lockout.

Ballot boxes were set up at Guild headquarters, and locked-out members received—and cast—their ballots when they reported to collect their first week's benefit checks. Times members had been sent ballots in advance in case of a strike.

The union said it would appeal.

N.Y. Times, Guild Accept Settlement Formula

(Continued from Page 1)

jobs. The Guild, in a fact sheet on the strike, hailed the decision as "a victory for the public" but warned that "it does not help settle any of the differences between the Guild and the Times."

Bargaining has been continuing daily—and fruitlessly—between the Guild and the Times, although Kheel devoted his attention for a week to the Mailers' dispute.

The Guild last week presented a compromise pension proposal drawn up by ANG pension consultant Joseph H. Daoust.

The Daoust proposal, the Guild said, would make it possible to increase benefits without an increase in the Times's net pension costs.

It called for a jointly administered pension fund and, on the Guild's demand for both severance pay and pension on retirement, offered a compromise under which employees could take half their pensions in a lump sum.

But negotiations made little headway despite a 21-hour session last weekend, and Murphy said Oct. 4 that there appeared to be no chance of settling the strike in less than a week.

Kheel's recommendations for resolving the four main issues were as follows:

UNION SECURITY: Kheel proposed the elimination of a Guild-shop exemption under which 150 commercial employees on the payroll before union security provisions were negotiated in 1952 are not required to join the union.

But Kheel declined to recommend the termination of a Guild-shop exemption for all employees "who gather and write the news," despite the statement that he was "not personally sympathetic" with the Times's view that such a requirement might affect their "objectivity and independence."

The Times had previously agreed to eliminate an exemption covering one out of ten advertising salesmen hired after November 1962.

PENSIONS: Kheel proposed the creation of a jointly administered pension plan "into which the company would pay a fixed contribution . . . determined by computing the cost of the present benefits on the basis of actuarial

assumptions and methods agreed upon" by the parties or established through arbitration, and used for the purchase of future benefits.

But he recommended denial of the Guild's demand that retiring employees receive severance pay as well as their pensions—as they do at several other New York dailies—unless the cost is charged to a \$12 money package already agreed on or is purchased from money to be made available in the new pension fund.

AUTOMATION: Kheel recommended rejection of both the Guild's proposal that part-time employees be brought under protection of a clause requiring retraining of employees displaced by automation and of a second proposal that temporary employees be given any permanent job that becomes available.

He proposed that the Times be required to give at least six months' notice of automation and that the employment period for temporary employees be limited to the same time.

JURISDICTION: Kheel re-

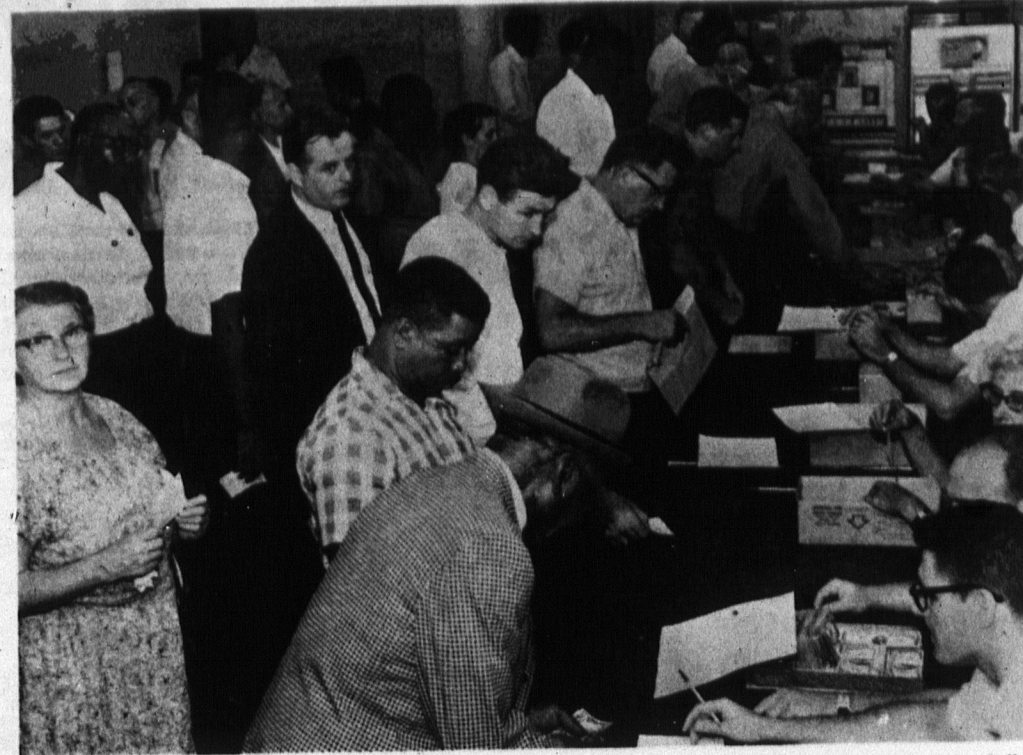
jected as "inappropriate" the Guild's demand that prior agreement must be negotiated before the Times could install new equipment cutting across jurisdictional lines of the Guild and any other union.

He suggested, instead, a clause providing that "the Guild's jurisdiction shall not be adversely affected . . . by any agreement . . . or any assignment of work made by the publisher with any other union."

Kheel also made proposals covering several of the dozen minor issues remaining out of 47 originally on the bargaining table.

The original issues, most resolved in bargaining this week, Kheel reported, included overtime provisions, syndicated rights, night differentials, job classifications, severance pay on death and contract exemptions.

The Tribune's defection from the publisher front failed to end the lockout elsewhere. John J. Caherin, president of the Publishers' Association, said other members—the Daily News, Journal-American, World-Telegram &



New York Guild Photo by Jules Geller

New York Guildsmen line up for their initial strike and lockout benefits.

assumptions and methods agreed upon" by the parties or established through arbitration, and used for the purchase of future benefits.

But he recommended denial of the Guild's demand that retiring employees receive severance pay as well as their pensions—as they do at several other New York dailies—unless the cost is charged to a \$12 money package already agreed on or is purchased from money to be made available in the new pension fund.

AUTOMATION: Kheel recommended rejection of both the Guild's proposal that part-time employees be brought under protection of a clause requiring retraining of employees displaced by automation and of a second proposal that temporary employees be given any permanent job that becomes available.

He proposed that the Times be required to give at least six months' notice of automation and that the employment period for temporary employees be limited to the same time.

JURISDICTION: Kheel re-

jected as "inappropriate" the Guild's demand that prior agreement must be negotiated before the Times could install new equipment cutting across jurisdictional lines of the Guild and any other union.

He suggested, instead, a clause providing that "the Guild's jurisdiction shall not be adversely affected . . . by any agreement . . . or any assignment of work made by the publisher with any other union."

Kheel also made proposals covering several of the dozen minor issues remaining out of 47 originally on the bargaining table.

The original issues, most resolved in bargaining this week, Kheel reported, included overtime provisions, syndicated rights, night differentials, job classifications, severance pay on death and contract exemptions.

The Tribune's defection from the publisher front failed to end the lockout elsewhere. John J. Caherin, president of the Publishers' Association, said other members—the Daily News, Journal-American, World-Telegram &

the Times Square area after the game was rained out. They marched for an hour.

"My father's always talking about automation," said one. "We just wanted to help out."

Three Times labor reporters—both present and past—have done yeoman duty during the strike.

Two former Washington labor reporters, Joseph A. Loftus and John D. Ponfret, have served as picket captains at the Times bureau in the capital. And Damon Stetson, present Times labor reporter in New York, has been standing by at negotiations to telephone reports of bargaining progress—or lack of it—for the Guild's strike bulletins.

The problem of voting in the International Executive Board elections was solved neatly in the face of the dispersion of 5,000 members as a result of the strike and lockout.

Ballot boxes were set up at Guild headquarters, and locked-out members received—and cast—their ballots when they reported to collect their first week's benefit checks. Times members had been sent ballots in advance in case of a strike.

The union said it would appeal.

relations."

"Basically," Thayer said later, "this is a New York Times strike."

He pointed out in an interview with Editor & Publisher that neither the Guild shop nor pensions are issues at the Tribune.

The Tribune sought to double its normal 307,000 press run when it returned to the newsstands but was blocked for a day when wholesalers, who also handle the city's other papers, refused to accept more than their normal orders.

The wholesalers backed down only after the Justice Department announced it was investigating possible antitrust violations in the refusal (story on next page). By this week, the Tribune had tripled its normal run.

The Tribune's defection apparently has eliminated it from negotiations for a merger involving the Journal-American and World-Telegram. E&P reported this week that only a consolidation of the two evening papers is now under consideration.

The Gallagher report, a weekly newsletter, reported that the Journal and Telegram have reached agreement on publishing a jointly owned paper to be printed in the Telegram plant. It said the Tribune may switch from the morning to the evening field when that happens.

The Mailers' agreement, reportedly involving the creation of a union-management board on automation, was reached after a week in which the publishers backed and filled on Kheel's settlement proposal after the union had accepted it. It was approved by International Typographical Union headquarters the same day.

With the Mailers apparently on the verge of settlement, Wagner announced Oct. 2 that he would present settlement recommendations in the Times strike if no agreement was reached by midnight, in order to end the newspaper blackout for Pope Paul's visit Oct. 4.

Murphy, who said the Guild was ready to negotiate around the clock for three days but would not be "railroaded" into an agreement, suggested that the Times invite the closed papers to resume publication on the day of the Pope's visit. The Times declined.

A last-minute delay in the Mailers' settlement prompted Wagner to withhold his recommendations. Two days later he said he would issue recommendations only if both sides agreed to receive them. Both sides declined.

But Wagner instructed Kheel to submit the recommendations anyway after Sens. Robert F. Kennedy and Jacob K. Javits, the Paper Handlers' and Deliverers' unions and 16 Guild reporters at the Times urged him to propose a settlement. The senators cited the importance of a "full flow of information and opinion."

Murphy and local Secretary-Treasurer John E. Deegan wired Kennedy and Javits urging them to call on the publishers who have voluntarily suspended publication to end the blackout. And groups of Guild members at the News, World-Telegram and Journal-American sent similar wires to Wagner.

A Pressmen's Union effort to end the blackout failed Oct. 5 when Federal Judge Richard H. Levett refused to issue an injunction ordering the papers to resume publication. He said the law does not permit injunctions against a lockout and declared that the union had violated its contract by refusing to cross Times picket lines.

The union said it would appeal.

What The Well-Dressed Pickette Won't Wear

New York City—Guildsmen picketing the New York Times have been exhorted to leave spike heels and slacks at home.

"While this certainly makes the line sexy," observed the unit publication, Times Topics, "one opinion holds that we ought to picket in the clothes we work in. This is now our job."

The tradition of women on the line goes back as far as folk singer can remember, and it is a dignified duty."

Some old-timers recalled Heywood Brown, the Guild's founder, insisting that Guildsmen picket in their working clothes—an insistence that brought drama critics onto the line in evening dress.

Guest pickets have included Fred Fletcher, executive secretary of the San Francisco-Oakland Guild, and two 14-year-old boys from across the river in Elizabeth, N.J.

Fletcher was in town for a top-level meeting of Guild leaders and officers of the International Typographical Union. The two boys were in town to see a Yankee-White Sox game and stumbled across the picket line while wandering in

Interim papers continue to bloom and die like chickweeds.

In addition to the New Daily, the Daily Mirror, the Herald and New York Today, newsstands sprouted such unfamiliar flags as Challenge, A.M., the New York Daily Eagle, the Star and the New York and Brooklyn Daily.

New York Today folded early, and the Herald, the Star, A.M. and Challenge

the Times Square area after the game was rained out. They marched for an hour.

"My father's always talking about automation," said one. "We just wanted to help out."

Three Times labor reporters—both present and past—have done yeoman duty during the strike.

Two former Washington labor reporters, Joseph A. Loftus and John D. Ponfret, have served as picket captains at the Times bureau in the capital. And Damon Stetson, present Times labor reporter in New York, has been standing by at negotiations to telephone reports of bargaining progress—or lack of it—for the Guild's strike bulletins.

The problem of voting in the International Executive Board elections was solved neatly in the face of the dispersion of 5,000 members as a result of the strike and lockout.

Ballot boxes were set up at Guild headquarters, and locked-out members received—and cast—their ballots when they reported to collect their first week's benefit checks. Times members had been sent ballots in advance in case of a strike.

The union said it would appeal.

relations."

"Basically," Thayer said later, "this is a New York Times strike."

He pointed out in an interview with Editor & Publisher that neither the Guild shop nor pensions are issues at the Tribune.

The Tribune sought to double its normal 307,000 press run when it returned to the newsstands but was blocked for a day when wholesalers, who also handle the city's other papers, refused to accept more than their normal orders.

The wholesalers backed down only after the Justice Department announced it was investigating possible antitrust violations in the refusal (story on next page). By this week, the Tribune had tripled its normal run.

The Tribune's defection apparently has eliminated it from negotiations for a merger involving the Journal-American and World-Telegram. E&P reported this week that only a consolidation of the two evening papers is now under consideration.

The Gallagher report, a weekly newsletter, reported that the Journal and Telegram have reached agreement on publishing a jointly owned paper to be printed in the Telegram plant. It said the Tribune may switch from the morning to the evening field when that happens.

The Mailers' agreement, reportedly involving the creation of a union-management board on automation, was reached after a week in which the publishers backed and filled on Kheel's settlement proposal after the union had accepted it. It was approved by International Typographical Union headquarters the same day.

With the Mailers apparently on the verge of settlement, Wagner announced Oct. 2 that he would present settlement recommendations in the Times strike if no agreement was reached by midnight, in order to end the newspaper blackout for Pope Paul's visit Oct. 4.

Murphy, who said the Guild was ready to negotiate around the clock for three days but would not be "railroaded" into an agreement, suggested that the Times invite the closed papers to resume publication on the day of the Pope's visit. The Times declined.

A last-minute delay in the Mailers' settlement prompted Wagner to withhold his recommendations. Two days later he said he would issue recommendations only if both sides agreed to receive them. Both sides declined.

But Wagner instructed Kheel to submit the recommendations anyway after Sens. Robert F. Kennedy and Jacob K. Javits, the Paper Handlers' and Deliverers' unions and 16 Guild reporters at the Times urged him to propose a settlement. The senators cited the importance of a "full flow of information and opinion."

Murphy and local Secretary-Treasurer John E. Deegan wired Kennedy and Javits urging them to call on the publishers who have voluntarily suspended publication to end the blackout. And groups of Guild members at the News, World-Telegram and Journal-American sent similar wires to Wagner.

A Pressmen's Union effort to end the blackout failed Oct. 5 when Federal Judge Richard H. Levett refused to issue an injunction ordering the papers to resume publication. He said the law does not permit injunctions against a lockout and declared that the union had violated its contract by refusing to cross Times picket lines.

The union said it would appeal.



ON TWO FRONTS: After a hard day's picketing at the New York Times' Washington bureau, at left, Guildsman Dupre Jones goes home to more of the same, at right. At the bureau, he leads a Guild line to protect his job as an assistant librarian. At right, he leads a residents' line to save his home, one of four houses marked for destruction by their owner, the D.C. Baptist Convention, which plans to replace them with an office building.

Herald Tribune, Bolting Ranks, Finds Distribution Roadblocks

New York City—The Herald Tribune, which broke ranks with other New York City publishers to resume publication Sept. 27, found its way back to the newsstands partially blocked by the wholesalers who also distribute the city's other dailies.

On its first day of publication the Tribune was unable to supply New Yorkers—newspaper-starved since the start of the publishers' blackout—with more than its normal distribution of papers because of unexplained restrictions by the wholesalers.

Only when the Justice Department announced it was investigating possible antitrust violations in the action did the wholesalers lift their restrictions. The department's antitrust division reportedly was trying to determine whether pressure by the Tribune's former colleagues in the New York City Publishers' Association was responsible for the curbs.

The Gallagher Report, a media newsletter, said the wholesalers met with Times circulation director Nathan Goldstein after the Tribune announced it would resume publication.

Thomas J. Murphy, executive vice president of the New York

Ex Post Facto

New York City—The New York Post has become a "non-paper," as far as the New York City Publishers' Association is concerned.

Asked to comment, before the Herald Tribune resumed publication, on the shutdown of all but one of the city's newspapers, John J. Gaherin, president of the association, said he didn't know of any newspaper being published.

Reminded that the Post was still publishing, Editor & Publisher reported, Gaherin said yes, he'd heard about "a tabloid" being distributed.

Guild, declaring that "the publishers are apparently more interested in punishing the Herald Tribune than in negotiating," said he had instructed Guild attorneys to protest to the Justice Department.

Joseph Baer, president of the Newspaper and Mail Deliverers' Union, wired 27 wholesalers protesting the restriction as "unfair, discriminatory and illegal."

And ITU President Elmer Brown, in town for a meeting with ANG leaders, said "somebody, whether from inside the Publishers' Association or outside it, has told the wholesalers: 'You better not sell any more Herald Tribunes or we will do something to you when we get back in business!'"

The restrictions were extended to the Wall Street Journal and papers imported from other cities to fill the news void. The Journal, which had increased its New York distribution from 33,000 to 200,000 during the strike, was restricted to 85,000 copies on the day the Tribune curb was in effect.

The New York Post, which has been publishing throughout the blackout, handles most of its own distribution and was not affected by the restriction.

Robert T. MacDonald, executive vice president of the Tribune, said wholesalers "told us in much the same terms" that they would accept only normal orders. Each gave their "best business interests" as the reason, he reported.

After the Justice Department investigation was announced, the wholesalers agreed to take all the copies the Tribune could offer.

By PHILLIP M. KADIS
Mellett Project Co-ordinator

THE charge that an accused man's constitutional right to a speedy, public and impartial trial is often violated by prejudicial newspaper publicity is not new.

As early as 1890, Finley Peter Dunne's Mr. Dooley lamented what he saw as a decline in newspaper ethics in reporting criminal arrests and trials.

Mr. Dooley recalled that when he was a lad, newspapers would discreetly print crime news somewhat as follows:

"We understand on good authority that M—H—y, Esquire, is on thrille before Judge G—n on an accusation iv l—c—ny. But we don't think it's true!"

"Nowadays," he continued, "th' larceny is discovered in ye'er back yard by a rayporter who knew it was there because he helped ye bury it."

"A man knocks at ye'er dure arly wan mornin' an ye answer in ye'er nighty. 'In the name iv th' law, I arrest ye,' says th' man, seizin' ye be th' throat."

"Who ar're ye?" ye cry.

"I'm a rayporter fr the Daily Slooth," says he. "Photygrafer, do ye'er jooty!"

"Ye're hauled off in th' circyration wagon to th' newspaper office, where a confission is ready fr ye to sign; ye're thriled be a jury iv th' staff, stintined be th' lriter-in-chief an' at th' o'clock Friday th' fatal thrap is sprung be th' fatal thrapper iv th' family journal."

Public concern has risen from time to time since then, usually in connection with some nationally publicized criminal trial, such as the Lindbergh kidnapping case.

It was President Kennedy's assassination that served as the principal catalyst for the current "great debate" on the apparently conflicting rights of free press and fair trial, however.

Following the tragic events in Dallas, criticisms of press conduct in reporting Lee Harvey Oswald's arrest were officially recognized and supported in the report of the Warren Commission. The commission called for promulgation of a code of professional conduct applicable to newsmen of all media to properly balance the public's right to be informed and the accused's right to a fair trial.

But a number of other events have contributed to public dissatisfaction with "newspapering as usual" in the area of crime and trial reporting.

THE U.S. Supreme Court in 1961 unanimously overturned a state-court criminal conviction on the grounds that press publicity had so prejudiced the community that a fair and impartial trial was not possible (*Irvin v. Dowd*, 366 U.S. 717).

In 1961 the high court also threw out the conviction of a Louisiana resident who had allegedly robbed a bank, kidnaped three employees and killed one of them, on the grounds that the suspect's confession had been televised locally (*Rideau v. Louisiana*).

In a decision this year on the use of television in the courtroom, the high court threw out the swindling conviction of Billie Sol Estes on the grounds that televising of "notorious" criminal trials was a violation of the due-process clause of the 14th Amendment.

In many cases, state supreme courts followed the high court's lead in reversing convictions because of prejudicial publicity.

Late last year, the New Jersey Supreme Court took the bull by the horns and ordered a ban on pretrial statements about a defendant's innocence or guilt by prosecutors, defense attorneys and police. This April, Atty. Gen. Nicholas Katzenbach issued instructions to Justice Department employees detailing the kind of pretrial information that can be made available to the press.

And Democratic Sen. Wayne Morse of Oregon recently introduced a bill that would prohibit U.S. employees from divulging information about criminal litigation other than that which has already been admitted as evidence at a trial. Violations would be punishable by a \$1,000 fine for contempt of court. The Senate Constitutional Rights Subcommittee announced it was gathering material to determine whether there were conflicts between the guarantees of a free press and a fair trial demanded legislation.

These actions have been accompanied by a flurry of press-bar-police conferences, panels and a wide variety of study proposals, some of which have resulted in nothing but self-serving declarations.

A 2½-year study in Massachusetts ended with the publication of a "Guide for the Bar and News Media," which was adopted by 26 daily and 31 weekly papers in the state. The code advised that the following practices be avoided:

Publication of interviews with subpoenaed witnesses after an indictment is returned; publication of stricken testimony unless so labeled; editorial comment preceding or during a trial that might tend to influence a judge or jury; publication of the names of juveniles unless released by the judge, and the publication of any leaks or statements by police, prosecuting attorneys or defense counsel on the guilt or innocence of the accused.

CODES have received some acceptance in Oregon and in Louisiana. They have been under study in California and Texas, but a bar-association proposal in Philadelphia met with a cold reception.

The American Society of Newspaper Editors rejected the Warren Commission's suggestion for a national professional code with the statement: "The press has no wish to conduct 'trial by newspaper'."

It added, in a report by its press-bar committee, that "it is proper for the press to resist vigorously regulations of the bar and the law-enforcement agencies that would block out large areas of information from the moment of an arrest until the beginning of a trial."

A committee of the American Newspaper Publishers Association has also been formed to study the problem.

The most significant study proposals, however, are those before the American Bar Association and the Brookings Institution.

An advisory committee on fair trial and a free press of the Bar Association is looking into the problem as part of a larger investigation of criminal justice. The Ford Foundation has granted the New York Bar Association \$25,000 to explore the question.

In the outgrowth of a suggestion by Columbia Broadcasting System President Frank Stanton, the Brookings Institution contracted to have a \$393,000 research project drawn up to investigate "mass media coverage of governmental processes."

A major part of the project would be devoted to a two-year study of the "free press-fair trial" controversy, including detailed interviews with press, bench, bar and police authorities in 20 U.S. cities and a close investigation of at least three major trials. The trial examinations would include surveys of pretrial police investigations and newspaper reports, tests of com-

munity opinion, comparisons of trial proceedings with news stories, and interviews with jurors under permission of the judge.

Unfortunately, Brookings has not yet been able to raise the funds, and there is some doubt that it will be able to do so.

Columbia University also has proposed a study of the effects of news media on jury verdicts.

ONE of the major reasons the "free press-fair trial" controversy is so difficult to resolve is the lack of systematic data on the extent to which publicity actually does influence the decisions of jurors.

For example, is it more or less influential than the biases of race, religion, sex, politics, socioeconomic status, etc., which jurors may take into their deliberations? Can all these biases be overcome through trial procedures and the judge's instructions to the jury?

These are the questions that the Brookings Institution and Columbia University proposals are designed to answer.

A research project recently undertaken with mock juries at the University of Minnesota Law School found that publicity did have some effect on the jurors. Although the results, presented at this year's Association for Education in Journalism convention, were far from conclusive, they did "point up the definite possibility of prejudicial impact of publicity and the need for further research in this sensitive area."

Without reliable data, the debate has too often descended to the level of name-calling.

At one extreme among those seriously concerned with the problem are those who argue that in any collision between the right to a fair trial and the right of a free press, the press must back down and accept legislation making it liable to contempt action for publication of prejudicial material.

They argue that only in this way can the press be prevented from "polluting the clear stream of justice." They accept the verdict of H. L. Mencken, who said:

"Journalistic codes of ethics are all moonshine. . . . If American journalism is to be purged of its present swinishness and brought up to a decent level of repute . . . it must be accomplished by the devices of morals, not by those of honor. That is to say, it must be accomplished by external forces and through the medium of penalties exteriorly inflicted."

Proponents of the Mencken view are enamored of the British ban on prejudicial publication until after the trial and appeals have been completed.

At the other extreme are those who argue that what amounts to a charge of jury-tampering is totally unproven; that any contempt legislation would be an unconstitutional block to the "free flow of information" and that the rights of the defendant are already adequately



Fair Trial

protected through the devices of continuance (postponement), venue (changing locality of a trial), voir dire (examination of jurors), judges' instructions to the jury, and the recourse to appeal.

To the advocates of the British way, they point out that Britain does not have constitutional freedom of the press, does not have elected judges and, except for the single national office of public prosecutor, does not have district attorneys who serve as full-time prosecutors with the consequent desire to record as many victories as possible.

They would agree with Thomas Jefferson, who, commenting on abuse of press freedom in his day, said: "It is, however, an evil for which there is no remedy; our liberty depends on the freedom of the press, and that cannot be limited without being lost."

They argue that the effect of any press restrictions would be to encourage corruption among law-enforcement agencies and the judiciary by clouding their actions in secrecy. The way would be open, they say, for the railroad of innocent men through influence and the political ambitions of law-enforcement authorities.

Somewhere between these extremes are those who recognize that the press is dependent to a great extent on the courts for protection of its right to free expression. They also recognize the function of a free press as a promoter of those rights and liberties cherished by a democratic society, including the right to a speedy, public and impartial trial.

While willing to grant—although it has not been conclusively proved—that trial by newspaper has occurred in some instances, they argue that only a small percentage of cases ever attract such notoriety and that it would be unwise to impose general sanctions on the press based solely on these exceptions.

They contend a survey would probably show that enterprising reporting has freed as many victims of shoddy justice as irresponsible reporting has helped convict innocents. They also point out that claims of prejudicial publicity are in fact almost always turned down by the courts themselves in refusals to grant continuances and changes of venue.

SINCE the bulk of published prejudicial material has its source in statements by prosecutors and defense counsel, a partial remedy exists in enforcement of Canon 20 of the American Bar Association's Canons of Professional Ethics, which prohibits any statement beyond a quotation from records on file in the court and discourages any public statements whatsoever. Prejudicial statements by police officers would appear to be under the discipline of the courts.

Associate Dean A. Kenneth Pye of the Georgetown University Law Center has suggested that legislation might be drafted providing for dismissal of an indictment when it can be established that the prosecutor has violated Canon 20.

Although judicial or other public sanctions against the press for the publication of prejudicial materials might seriously disturb the complex and delicate pattern of a free press in the social fabric, the press is not thereby relieved of its responsibilities.

Codes of ethics may not be all "moonshine," even without external enforcement. They are at least a necessary first step in intelligently determining what is responsible behavior in the hurly-burly of daily journalism.

There appears to be no constitutional prohibition against agreements within the press to refrain from publishing prejudicial material. Analogous agreements to withhold the names of juvenile offenders in the larger interests of justice have been effective in many localities.

And, finally, the failure of newspapers to extend their critical gaze to even the most obvious transgressions of their colleagues seems to be a clear abdication of responsibility.

Justice Arthur J. Goldberg put it this way: "Under the principles of the Bill of Rights, the prime responsibility for assuring that the press does not unduly invade the rights of privacy and fair trial rests not with the government, as it does in many parts of the world, but with the press itself. The press must measure up to this responsibility."

CNDC Council Urges Review Of Ethics Code

Los Angeles, Calif.—The California-Nevada District Council last weekend called on the 1966 ANG Convention to review the Guild's Code of Ethics with a view to modernizing it.

Delegates said the code, first adopted at the 1934 Convention and reaffirmed by convention action in 1935 and 1937, should be brought up to date in the light of changes in the newspaper industry.

In a continuing review of press freedom and responsibility, the council also discussed a "magna carta" for newsmen, drafted by a group of San Diego Guildsmen (GR, Sept. 10) but took no action on it.

The council paid tribute to retiring ANG Vice President Harvey H. Wing for "invaluable service" and named him an honorary life delegate to the council.

After hearing a report from Wing on the San Francisco newspaper consolidation and its effect on Guild members, the council urged ANG to continue its efforts to bring about "an active, forceful" investigation of the situation by the Justice Department with a view to restoring competition.

Wing was guest of honor at a banquet held Oct. 2 at the Doric Dinkler Motor Hotel here. The council met Oct. 2 and 3.

Guild Trophy Presented To Michigan Daily

Ann Arbor, Mich.—The Conference of District Councils' award for the nation's best large college newspaper was presented to the Michigan Daily Sept. 24 by ANG Secretary-Treasurer Charles A. Perlik, Jr.

Perlik, whose wife, Marion, is a former editor of the Michigan University publication, presented the trophy to Robert Johnston, the current editor, at a dinner marking the Daily's 75th anniversary.

Perlik told the gathering that the collegiate award is an evidence of the Guild's increasing concern with "improving the standards of journalism."

ANG's long-standing Heywood Brown Award "seeks to isolate for national attention the working journalist who has probed and prodded in the spirit of one of our national journalistic heroes," Perlik noted.

"This newest of our competitions—the award for excellence in the ranks of collegiate journalistic enterprises—seeks out quality in the present as an investment in the future," he said.

Johnston, in accepting the trophy, said the Daily was "especially pleased at this tribute, coming as it does from the Guild," and declared "there could be no finer auspices" for the contest.

Venezuelan Group Visits ANG Office

Eleven Venezuelan journalism students, touring the United States as guests of the State Department, were given a close look at Guild operations in a visit to ANG's Washington offices Sept. 28.

The visitors, some of them already working in the news field, heard an outline of the Guild's history and programs from Dale Larson, ANG's assistant director of research and information.

AMONG OURSELVES

The Cleveland Plain Dealer has made former ANG International Representative William F. Miller its labor reporter.

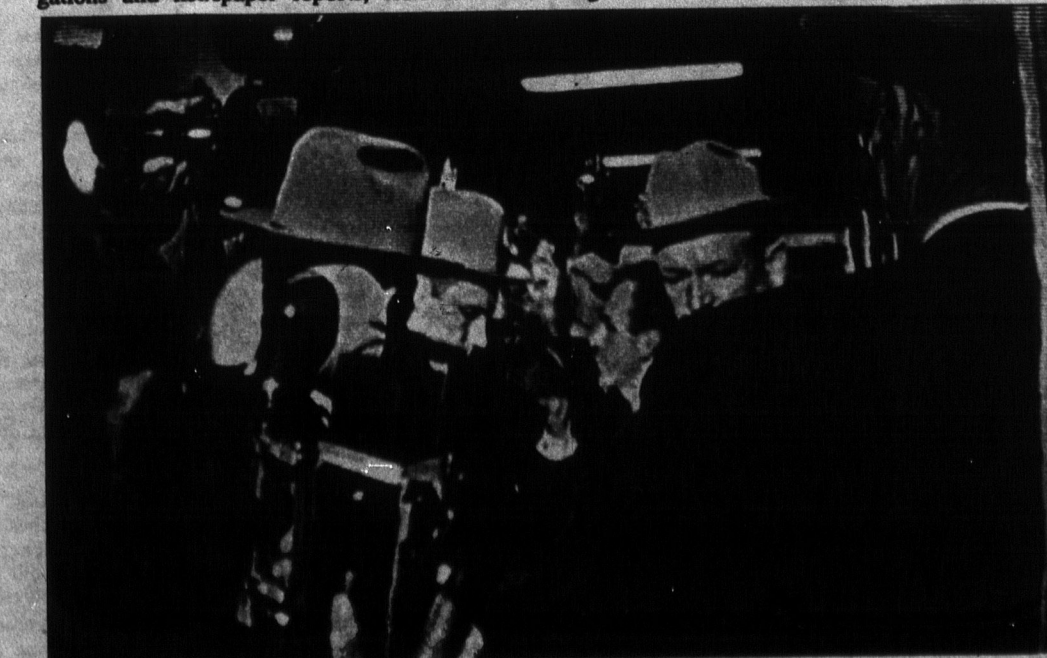
Miller, a former vice president of the Cleveland Guild and its picket chairman during the local's 1962-63 strike, was an international representative from November 1963 until last March, when he

returned to the Plain Dealer staff as a copyreader.

Elsewhere, two past presidents of the Great Falls Guild have been promoted to top positions on the Great Falls Tribune. Robert Lathrop, a 25-year Guildsman, was named managing editor, and Terry Dwyer, local secretary-treasurer, was named city editor.

WITH THE LABOR PRESS: Washington Guildsman Michael Marsh has succeeded former Guildsman Milton Plumb as pub-

lic-relations director for the Railway Labor Executives Association. Marsh has been with Labor, newspaper of the AFL-CIO transportation unions . . . San Francisco-Oakland Guildsman Max Awner, former editor of the Amalgamated Clothing Workers' Advance and the Colorado Labor Advocate, has been named Northern California representative of the Jewish Labor Committee . . . Lorne Thomas of the Kenosha Guild is marking his 25th anniversary as editor of Racine Labor.



TRIAL BY NEWSPAPER? Newsmen crowd the halls of the Dallas police headquarters as Lee Harvey Oswald's moved. The Warren Commission and the American Bar Association agreed that prejudicial publicity carried in the nation's newspapers and on radio and television would have jeopardized Oswald's chances for a fair trial.

Official IEB Election Tabulations

Local	Voters Eligible	Ballots Cast	VICE PRESIDENTS AT LARGE							REGIONAL VICE PRESIDENTS	
			Dobson	Muldowney	Nordin	Peterson	Rieger	Schiewe	Wical	Leveroni	McLaughlin
Region 1											
Albany	316	74	48	70	62	58	63	59	53	20	53
Boston	871	527	154	385	355	375	338	333	337	429	87
Brockton	41	39	11	34	37	37	35	34	34	31	8
Buffalo	403	81	54	61	60	63	60	54	62	36	44
Erie	148	139	53	101	109	108	116	93	99	9	118
Hudson County	51	45	6	45	43	42	44	44	42	0	45
Kingston	33	31	16	29	30	29	29	22	25	1	31
Lehigh Valley	35	33	1	31	31	31	31	31	30	0	33
Lynn	11	10	1	7	7	6	8	7	5	3	7
Manchester	86	78	33	68	65	69	68	62	55	70	8
Newburgh-Beacon	15	13	4	11	11	10	11	11	10	3	9
North Jersey	142	124	106	104	106	102	105	94	94	23	95
Pawtucket	48	41	2	39	40	39	41	39	37	0	41
Philadelphia	964	243	86	210	201	205	206	194	176	30	209
Pittsburgh	100	55	31	53	53	41	54	47	54	28	31
Portland, Me.	159	73	53	51	58	55	52	43	47	23	49
Providence	67	15	12	10	11	13	11	8	10	0	15
Rochester	5	3	1	2	3	3	3	3	0	0	3
Salem	46	44	10	39	40	40	40	40	35	31	13
Scranton	69	68	7	64	63	64	63	67	59	2	65
Utica	12	8	8	8	8	8	8	8	7	6	2
Wilkes-Barre	142	136	49	109	103	112	111	109	96	27	99
Wire Service*	—	—	—	—	—	—	—	—	—	22	19
Woonsocket	18	18	15	17	17	17	15	15	11	4	14
York	42	24	2	35	35	35	34	31	19	3	34
Members At Large, Armed Forces*	15	2	1	2	2	2	1	2	2	0	2
Region 1 Totals	4,816	1,939	704	1,589	1,541	1,568	1,544	1,461	1,402	778	1,157
Region 2											
Chattanooga	23	22	1	22	22	22	22	22	21	—	—
Greensboro	19	—	—	—	—	—	—	—	—	—	—
Hampton Roads	14	9	7	9	8	7	9	9	5	—	—
Knoxville	30	49	18	43	38	43	40	40	46	—	—
Memphis	272	154	22	150	149	150	150	144	139	—	—
Richmond	16	—	—	—	—	—	—	—	—	—	—
San Antonio	94	61	12	57	61	58	60	59	59	—	—
Washington	1,281	693	27	674	668	673	671	670	669	—	—
Region 2 Totals	1,769	988	87	955	946	953	952	944	939	—	—
Region 3											
Akron	75	44	11	40	40	42	42	42	38	4	39
Chicago	444	286	48	211	210	211	200	263	207	14	253
Cincinnati	315	182	54	167	172	171	163	164	154	25	154
Cleveland	590	430	96	320	316	329	326	316	360	17	374
Columbus	175	62	24	55	55	55	50	38	34	4	57
Detroit	293	169	53	135	130	112	141	147	199	29	134
Gary	50	—	—	—	—	—	—	—	—	—	—
Hammond	58	47	5	45	43	44	44	46	43	7	45
Indianapolis	30	8	—	—	—	—	—	—	—	—	—
Kenosha	29	27	1	24	26	24	26	24	24	0	27
Lake Superior	21	—	—	—	—	—	—	—	—	—	—
Madison	40	27	4	27	27	25	26	25	25	0	27
Mansfield	23	—	—	—	—	—	—	—	—	—	—
Muskegon	8	—	—	—	—	—	—	—	—	—	—
Peoria	70	8	5	7	6	7	7	8	2	2	5
Rochford	42	45	10	35	33	34	31	44	30	3	32
St. Louis	1,032	645	213	527	529	530	553	522	472	39	597
Sheboygan	48	43	2	43	41	41	42	42	42	1	42
Sioux City	45	44	3	43	39	39	41	40	36	9	34
Terre Haute	76	27	6	25	25	25	24	25	24	2	25
Toledo	385	221	81	148	152	154	186	152	133	42	158
Twin Cities	477	194	31	184	183	187	180	185	176	21	163
Youngstown	65	17	3	17	17	17	17	16	15	0	17
Wire Service*	—	—	—	—	—	—	—	—	—	24	43
Region 3 Totals	4,702	2,526	711	2,858	2,848	2,853	2,813	2,819	1,972	239	2,242
Region 4											
Bakersfield	23	—	—	—	—	—	—	—	—	—	—
Denver	495	—	—	—	—	—	—	—	—	—	—
Great Falls	73	39	12	29	26	30	25	29	22	—	—
Hawaii	317	120	35	109	111	105	105	93	94	—	—
Los Angeles	1,415	187	98	139	137	152	160	169	146	—	—
Portland, Ore.	1	—	—	—	—	—	—	—	—	—	—
Pueblo	75	69	5	64	66	63	65	64	66	—	—
Sacramento	259	30	17	20	21	26	18	19	17	—	—
San Diego	484	100	56	74	77	82	74	74	64	—	—
San Francisco-Oakland	1,903	520	111	431	426	482	424	425	407	—	—
San Jose	345	38	15	23	21	34	22	24	16	—	—
Seattle-Tacoma	692	388	112	338	344	338	337	325	316	—	—
Stockton	128	—	—	—	—	—	—	—	—	—	—
Region 4 Totals	6,210	1,491	481	1,247	1,249	1,322	1,230	1,222	1,148	—	—
Region 5											
New York	7,827	2,776	703	2,452	2,447	2,453	2,431	2,367	2,157	—	—
Region 6											
Canada: Wire Service	193	119	31	80	103	87	90	88	86	27	86
Montreal	169	—	—	—	—	—	—	—	—	—	—
Ottawa	141	114	18	96	101	95	91	93	89	3	111
Toronto	1,887	1,118	933	362	363	379	333	329	302	725	332
Vancouver-New Westminster	592	458	137	300	435	306	306	282	288	111	303
Victoria	104	63	7	62	62	61	61	59	59	1	61
Region 6 Totals	3,886	1,872	1,126	900	1,064	928	881	851	824	867	893
Members At Large, Armed Forces	107	12	6	10	11	10	8	11	7	—	—
Wire Service	1,621	342	196	319	250	264	254	223	223	—	—
Grand Totals	25,917	11,946	4,814	9,530	9,556	9,551	9,413	9,208	8,672	—	—

* There were no eligible voters in Battle Creek, Bay City, Bridgeport, Cumberland, El Paso, Eugene, Harrisburg, Hazleton, Lansing, Milwaukee and Puerto Rico.

* Wire Service votes were not tallied by region in the at-large contest and are tabulated together at the bottom of the table.

* Member-at-large and armed-forces votes in other regions are tabulated together at the bottom of the table.

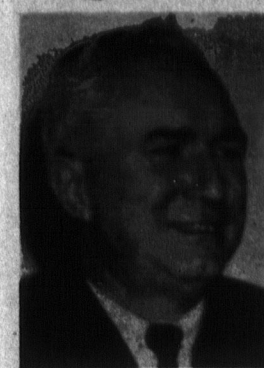
* No return submitted.

* Not tabulated because of late count.

* Not tabulated because of late postmark.

* Four votes were deducted from totals of leading candidates because four unofficial ballots were used.

Rupert, McLaughlin, Woods Win; Dobson Defeated At Large



NOEL WICAL



GEORGE MULDOWNEY



JAMES B. WOODS



KENNETH E. RIEGER



MARSHALL SCHIEWE



DANIEL MCLAUGHLIN

Re-elected to the International Executive Board

(Continued from Page 1)

cast in the election, less than 42 percent of the 28,917 eligible voters. The percentage was an alltime low for IEB elections.

No votes were recorded for 22 locals, either because no members were in good standing, no returns were submitted or votes were counted or returns submitted after the deadline.

Dobson, who had been criticized for crossing printers' picket lines in Toronto, where he is local

president, was defeated in his bid for a third full term. He polled less than half the votes of any other candidate, a sharp contrast to the last biennial election in 1963, when he led the voting by a wide margin.

Only in his own local, where he polled more than twice as many votes as any other candidate, did Dobson run clearly in front. He tied for top position in one other local—Utica—and he finished among the first six in

eight others—Woonsocket, York, Hampton Roads, Peoria, Providence, Buffalo, Sacramento and Portland, Me.

He lost every Canadian local reporting but his own by decisive margins—up to more than eight to one. (Montreal was among the locals that submitted no returns.)

The Washington Guild, whose criticism of Dobson during the Baltimore Sunpapers strike last May precipitated the controversy over his actions, gave Dobson

only 27 votes to from 668 to 674 for the other six candidates.

The closest regional contest was in Canada, where an outpouring of Rupert votes outside Toronto carried the Ottawa Guild president to victory.

Miss Bozinoff carried her home local, Canada's largest, by 725 to 332, but Rupert won everywhere else, by margins as high as 111 to 3 in his own local and 61 to 1 in Victoria.

McLaughlin was elected to his

fifth term by a consistent showing that enabled him to overcome a 429-87 Leveroni lead in Boston, where the voting was heaviest. He lost in only five other locals—Manchester, Brockton, Salem, Utica and Wire Service—carrying five locals in New England.

Leveroni was shut out in five locals, including Pawtucket and Providence, carrying only Utica and Wire Service outside New England. The region also includes New York State and the Middle Atlantic area.

Kearney drew 239 votes in Region 3 despite the fact that he had withdrawn from the race in August and urged his supporters to vote for Woods.

Woods will be starting his sixth term on the International Executive Board. Rieger, from Toledo, will be starting his fourth; Muldowney, of Wire Service, and Schiewe, of Chicago, their third, and Wical, of Cleveland, his second.

Eleven locals—Battle Creek, Bay City, Bridgeport, Cumberland, El Paso, Eugene, Harrisburg, Hazleton, Lansing, Milwaukee and Puerto Rico—had no eligible voters because none of their members were reported in good standing by the Aug. 15 deadline.

No returns were received from five locals—Greensboro, Richmond, Muskegon, Montreal and Portland, Ore.—while returns from Mansfield and Stockton were disqualified because of late postmarks and those from Gary, Lake Superior, Denver and Bakersfield were disqualified because their votes were counted after the Sept. 27 deadline.

Four ballots from Ottawa were invalidated because the local, short of official ballots, typed up four of its own.

GUILD



BRIEFS

Madison, Wis.—The Madison Guild has voted to contribute \$100 to a University of Wisconsin Student Loan Fund in memory of Aldric Revell, its former president, who died last March. Revell, dean of statehouse reporters in Madison, was a Wisconsin University graduate. Other contributors to the fund in Revell's name include Gov. Warren P. Knowles.

Albany, N.Y.—New York City Criminal Court Justice M. Michael Potoker, former secretary-treasurer of the New York Guild, will address the Albany Guild's Page One Ball Oct. 30.

Awards for both civic and journalistic achievement will be presented, and a Page One queen will be crowned.

Are you up to date on trading stamps and prices?

HYPOTHESIS: If trading stamps lead to higher food prices, then wouldn't prices be higher where stamps are given and lower where they are not given?

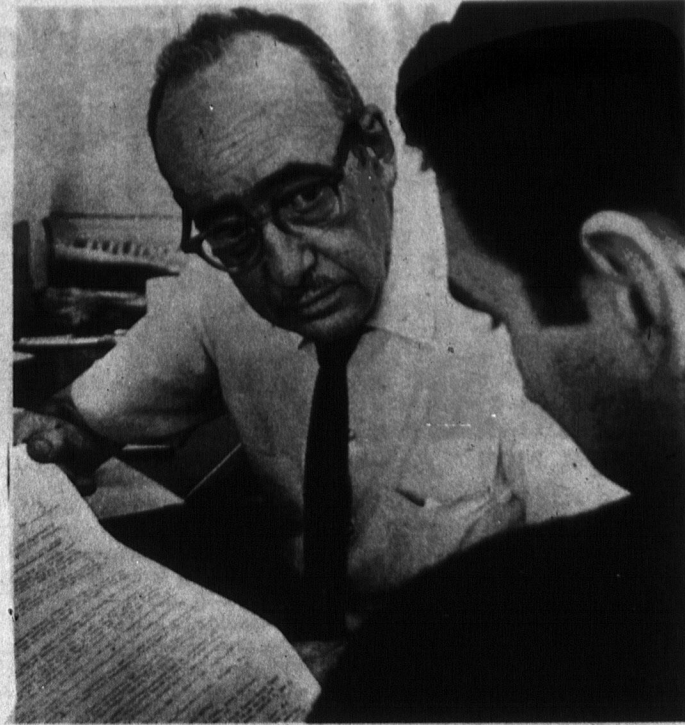
Only one way to settle that one. Go out and check prices.

A fellow named Verne A. Bunn did just that earlier this year. He's a research analyst at the Midwest Research Institute of Kansas City, Mo., and a former professor at the University of Wichita.



'AM I IN—OR OUT?' Anxiety is mirrored on the faces of employees in the San Francisco Examiner's women's department as they hear the facts of their

paper's consolidation with the San Francisco Chronicle from Guild President William C. Bolden. From left are Claire Leeds, Sharon Fay, Walter Lynott and Mary O'Gara.



JOB WANTED: Former San Francisco-Oakland Guild President Lou Brown, in charge of the local's job-placement service, interviews one of 325 Guildsmen seeking new jobs.

Guild Acts To Stem Job Cuts In San Francisco Consolidation

(Continued from Page 1)
Council, at its Oct. 23 meeting in Los Angeles, called on ANG to continue to press the Justice Department for an investigation of the combination.

With expiration of the four-week job freeze yesterday, the two papers became free to start the machinery of job reductions. No cuts have yet been announced in the business-office and inside-circulation departments, which have been under heavy pressure of work as a result of the changeover.

As contract bargaining resumed Sept. 30, the Guild presented the following additional proposals to cushion the impact of consolidation:

► A four-day, 28-hour work week.

► Earlier retirement with higher pensions.

► Direct payment by employers of an additional sum amounting to 50 percent of state unemployment-insurance benefits for as long as an employee is entitled to state benefits after losing his job.

► Reinstatement within six months of any employee remaining on a rehiring list or in a bumped-down classification.

► Vacations of three weeks after one year's employment, four weeks after three years and 13 weeks at five-year intervals, starting with the 11th year.

Like the Guild's earlier proposals, the new ones would be retroactive to the Sept. 26 contract-expiration date. The Guild had agreed to continue bargaining for 30 days in exchange for the job freeze.

The earlier demands include a number of job-security guarantees to protect employees against future inroads of automation.

West Coast Italian Daily Falls Victim To Jet Age

San Francisco, Calif.—The 79-year-old Italian-language daily L'Italia quietly suspended publication Sept. 25, a victim of the jet age and immigration quotas.

The jobs of four Guildsmen disappeared along with a landmark of San Francisco's Italian-speaking community. The paper had a circulation of 9,000 when it closed.

Management attributed its death

The revised proposals, drafted by the local's executive committee, were approved unanimously at a membership meeting Sept. 23.

In presenting them, local Executive Secretary Fred Fletcher said:

"These employers have embarked on what they call a bold new venture in publishing, and we are going to embark on a bold new venture in collective bargaining."

"We're going to make sure they don't make a dime of profit until they take care of their employees in the manner we propose. We do not intend to accept their blueprint for wholesale payroll butchery."

Besides spreading the work available by means of the four-day week, the Guild's efforts are aimed at facilitating retirement and making it more attractive to older members.

At the same time, Fletcher said, "We will never agree to compulsory retirement."

Proposed pension improvements would increase maximum benefits by 50 percent and make them available at 65, instead of 70.

Eligible employees would be enabled to retire with reduced benefits at 60, and qualifications for receiving a pension at that age would be reduced from 10 years' service at age 55 to 10 years' service at 40.

Employees would earn service credits toward pensions while on rehiring lists in the event they are affected by the merger or any other economic dismissal.

The editorial cuts announced by Hearst include the elimination of 13 of 99 reporters, writers and city-side deskmen, 20 of 51 copy

New Merger In Houston?

Houston, Tex.—The Houston Post reportedly is dangling a standing offer of 20 million dollars in front of the Houston Chronicle, which last year gobbled up the Houston Press.

While the Chronicle hasn't yet apparently risen to the bait, both papers are happily taking in each other's washing in an unusual Sunday arrangement.

The Post distributes the Chronicle's rotogravure magazine, while the Chronicle distributes the Post's TV guide.

Lucky subscribers to both papers get two copies of each.

editors, caption writers and news-side deskmen, two of 12 Sunday reporters, six of 33 sports reporters and copy editors, and four of 16 women's reporters.

Seniority lists supplied by the company show that only reporters hired before October 1963 will be retained.

Among display-advertising salesmen, only those who have held their present classifications on one of the three papers since October 1952 will be retained, according to the San Francisco Printing Co., which has said that 31 of 55 such employees will be dismissed.

Russell Wagie, president of the San Francisco Typographical Union, said printers face the loss of 300 jobs as a result of the consolidation.

Sixty Guild members, about half of them in "safe" seniority positions, have resigned and received dismissal pay, in addition to "moratorium pay" for the four-week job-freeze period and three weeks' notice pay.

Management's notification to the Guild of job cuts in each department took effect yesterday, with the expiration of the freeze. Voluntary resignations with severance pay will continue for a week.

Starting Oct. 13, if any employees remain to be dismissed, management will give two-week notices to persons at the bottom of the various seniority lists.



AMONG HIS SOUVENIRS: Sports columnist Prescott Sullivan sorts through the mementos of

his years of newspaper work as he empties his battered desk in a corner of the Examiner newsroom before the movers carry it away.

Local Copy

A PAGE FOR OFFICERS AND STEWARDS

Philadelphia: Merit Pay The Rule

Forty-five of 73 deskmen, 35 of 54 writing reporters and writers, 34 of 40 copyreaders and 73 of 79 photographers and artists at the Philadelphia Inquirer and Daily News were earning more than the top minimum for their jobs as of last December, according to payroll data received from the company.

Deskmen averaged \$23.39 above the top minimum of \$189; writing reporters and rewrite men, \$15.91 over the top minimum of \$166; copyreaders, \$6.87 over the top minimum of \$166; and photographers and artists, \$6.46 over the top minimum of \$163.50.

Increases in minimums effective since December have raised the desk assistants' top to \$198.50 and the top for reporters, rewriters, copyreaders, photographers and artists to \$171.

Following is a complete tabulation of payroll data covering Inquirer and News editorial employees as of last December. Similar data for advertising and office employees will be published in a subsequent issue.

Make-up Men, Editors, Editorial Writers, Cartoonists

Top Minimum	Actual Salary
\$189 after 1 year	None on steps
	28 at top minimum
	1 at \$190-\$194.99
	10 at \$195-\$199.99
	2 at \$200-\$204.99
	4 at \$205-\$209.99
	2 at \$210-\$214.99
	3 at \$215-\$219.99
	1 at \$220-\$224.99
	4 at \$225-\$229.99
	2 at \$230-\$234.99
	5 at \$235-\$239.99
	3 at \$240-\$244.99
	1 at \$245-\$249.99
	2 at \$250-\$254.99
	1 at \$255-\$259.99
	1 at \$260-\$264.99
	1 at \$265-\$269.99
	1 at \$270-\$274.99
	1 at \$275-\$279.99
	1 at \$280-\$284.99
	1 at \$285-\$289.99
	1 at \$290-\$294.99
	1 at \$295-\$299.99
	1 at \$300-\$304.99

Copyreaders

\$166 after 3 years	1 on stepup
	5 at top minimum
	20 at \$166.01-\$169.99
	2 at \$170-\$174.99
	6 at \$175-\$179.99
	2 at \$180-\$184.99
	3 at \$185-\$189.99
	1 at \$190-\$194.99
	1 at \$195-\$199.99
	1 at \$200-\$204.99
	1 at \$205-\$209.99
	1 at \$210-\$214.99
	1 at \$215-\$219.99
	1 at \$220-\$224.99
	1 at \$225-\$229.99
	1 at \$230-\$234.99
	1 at \$235-\$239.99
	1 at \$240-\$244.99
	1 at \$245-\$249.99
	1 at \$250-\$254.99
	1 at \$255-\$259.99
	1 at \$260-\$264.99
	1 at \$265-\$269.99
	1 at \$270-\$274.99
	1 at \$275-\$279.99
	1 at \$280-\$284.99
	1 at \$285-\$289.99
	1 at \$290-\$294.99
	1 at \$295-\$299.99
	1 at \$300-\$304.99

Writing Reporters, Rewrite Men

\$166 after 4 years	11 on steps
	8 at top minimum
	16 at \$166.01-\$169.99
	2 at \$170-\$174.99
	3 at \$175-\$179.99
	4 at \$180-\$184.99
	1 at \$185-\$189.99
	1 at \$190-\$194.99
	1 at \$195-\$199.99
	2 at \$200-\$204.99
	1 at \$205-\$209.99
	1 at \$210-\$214.99
	1 at \$215-\$219.99
	1 at \$220-\$224.99
	1 at \$225-\$229.99
	1 at \$230-\$234.99
	1 at \$235-\$239.99
	1 at \$240-\$244.99
	1 at \$245-\$249.99
	1 at \$250-\$254.99
	1 at \$255-\$259.99
	1 at \$260-\$264.99
	1 at \$265-\$269.99
	1 at \$270-\$274.99
	1 at \$275-\$279.99
	1 at \$280-\$284.99
	1 at \$285-\$289.99
	1 at \$290-\$294.99
	1 at \$295-\$299.99
	1 at \$300-\$304.99

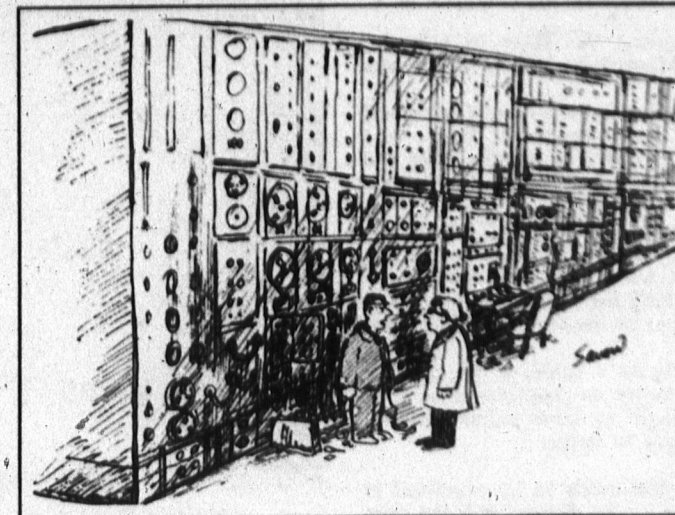
Reporters

\$163.50 after 5 years	2 on steps
	None at top minimum
	13 at \$163.51-\$164.99
	1 at \$165-\$169.99
	1 at \$170-\$174.99
	1 at \$175-\$179.99
	1 at \$180-\$184.99
	1 at \$185-\$189.99
	1 at \$190-\$194.99
	1 at \$195-\$199.99
	1 at \$200-\$204.99
	1 at \$205-\$209.99
	1 at \$210-\$214.99
	1 at \$215-\$219.99
	1 at \$220-\$224.99
	1 at \$225-\$229.99
	1 at \$230-\$234.99
	1 at \$235-\$239.99
	1 at \$240-\$244.99
	1 at \$245-\$249.99
	1 at \$250-\$254.99
	1 at \$255-\$259.99
	1 at \$260-\$264.99
	1 at \$265-\$269.99
	1 at \$270-\$274.99
	1 at \$275-\$279.99
	1 at \$280-\$284.99
	1 at \$285-\$289.99
	1 at \$290-\$294.99
	1 at \$295-\$299.99
	1 at \$300-\$304.99

Artists, Photographers

\$163.50 after 5 years	4 on steps
	2 at top minimum
	38 at \$163.51-\$164.99
	17 at \$165-\$169.99
	4 at \$170-\$174.99
	1 at \$175-\$179.99
	1 at \$180-\$184.99
	1 at \$185-\$189.99
	1 at \$190-\$194.99
	1 at \$195-\$199.99
	1 at \$200-\$204.99
	1 at \$205-\$209.99
	1 at \$210-\$214.99
	1 at \$215-\$219.99
	1 at \$220-\$224.99
	1 at \$225-\$229.99
	1 at \$230-\$234.99
	1 at \$235-\$239.99
	1 at \$240-\$244.99
	1 at \$245-\$249.99
	1 at \$250-\$254.99
	1 at \$255-\$259.99
	1 at \$260-\$264.99
	1 at \$265-\$269.99
	1 at \$270-\$274.99
	1 at \$275-\$279.99
	1 at \$280-\$284.99
	1 at \$285-\$289.99
	1 at \$290-\$294.99
	1 at \$295-\$299.99
	1 at \$300-\$304.99

UPI Computer Offers Newspapers Long-Distance 'Custom Typesetting'



Saurs in the Saturday Review

"It'll have to go back to the shop."

U.S. Profits Bonanza Breaks All Records

AFL-CIO News Service

Corporate profits continued to soar in the first half of 1965, reaching an annual rate of 73½ billion dollars, the President's Council of Economic Advisers has reported.

This was nearly half again higher than the profits level of 1960 and 1961, before the current boom got under way. Profits were 50 billion dollars then; last year they moved up to 64.8 billion.

The economic expansion since 1962 has been generating a business bonanza. Profits jumped to 55.4 billion dollars in 1962, rose to 58.6 billion in 1963, hit 64.8 billion in 1964 and now have

reached 73.8 billion, based on second-half earnings.

The after-tax profits picture is as rosy—for corporations. The after-tax net rose to 31.2 billion dollars in 1962, 32.6 billion in 1963, 37.2 billion in 1964 and reached an annual rate of 44.4 billion in the second quarter of 1965.

This amounts to a 63 percent rise in after-tax profits over the levels of 1960-61, before the current expansion.

Government experts say the basic reasons behind the profits boom are the strong and steady growth in the economy and a prolonged period of stability in unit wage costs.

Hoiles Is Freed Of Taxes On \$2-Million Nest Egg

The U. S. Tax Court has ruled that R. C. Hoiles's Freedom Newspapers chain was entitled to hold almost two million dollars of its 1959-60 earnings in reserve for the acquisition of additional newspapers.

Judge William M. Fay held that the chain did not have to pay \$715,509 income tax on the reserve even though it failed to acquire any additional papers.

Judge Fay said the two million dollars was set aside as a hedge against possible antitrust liability as well as for expansion. The

government is currently suing the chain on a charge of antitrust violations in Lima, Ohio.

The judge said Hoiles had made numerous offers to purchase papers in 1959 and 1960, although none was successful. The chain, he said, is committed to "a fixed policy of expansion."

It has become increasingly difficult to buy newspapers, Judge Fay said.

"Fewer newspapers are available for purchase," he stated, "with fierce competition among prospective buyers."

Bonding Rules Eased

Faithful's Fine, But Honest Is Enough

Unions will save a 25-percent extra charge on the cost of bonding officers and employees as a result of Senate action last month to amend the Landrum-Griffin Act. The House had acted earlier.

The 1959 measure originally required union officials handling

money to be bonded for "faithful performance of duties" as well as for honesty.

"Nobody was clear what it meant," Labor Secretary Willard W. Wirtz told Congress, "so premium prices went up."

The bill, which changes the Landrum-Griffin language to conform to the simple bonding requirement of the Welfare and Pension Plans Disclosure Act, was introduced in the House by Rep. Roman C. Pucinski, a former Chicago Guildsmen, following a four-year campaign by the AFL-CIO Secretary-Treasurers' Conference.

ANG Secretary-Treasurer Charles A. Perik, Jr., urged the measure in a letter to members of the House Education and Welfare

Committee last year.

The measure also permits unions to obtain bonds from surety companies not on an approved Treasury Department list providing the Secretary of Labor gives his consent.

Guided Ad

A Guild contract can be a pretty prestigious thing.

Witness the following classified ad appearing not long ago in Editor & Publisher:

"Reporter-Rewriter for 45,000 afternoon daily in Zone 2. Highscale Guild contract."

Not every newspaper can make that claim.

Editorial

Who Are The Saboteurs?

The New York Guild's strike against the Times is only the third Guild strike against a major Manhattan daily in the local's 32-year history.

Times Guildsmen went on strike only after the New York Guild had set aside its traditional "no-contract, no-work" policy and continued to bargain with the Times for 5½ months after the expiration of its old contract in a vain effort to reach an acceptable settlement.

They are striking over two issues—automation and jurisdiction—on which the Times has refused to grant the Guild the protection it already has given to at least one other union, and two—pensions and union security—on which the Times has refused to match conditions negotiated years ago by the Guild at other New York dailies.

This is the strike that the Wall Street Journal, in an editorial entitled "Saboteurs at Work," has chosen to characterize as "one in a series of senseless acts of sabotage" by labor unions, demonstrating a need to re-examine the right to strike.

The Journal has it backwards.

It isn't employees' right to strike that needs to be examined in the light of what has happened in the Times dispute; it is the right of other publishers to suspend publication and lock out—and blackout—even though their employees do not strike.

If, as the Wall Street Journal says, there are saboteurs at work in New York, they will not be found in the Guild. As the New York Local rightly emphasizes in its report on the strike, the Guild struck only the Times.

The other publishers struck the public.

Sexual Revolution

Why is it that ships and trains carry stewards, but only stewardesses will do for airplanes?

There are historic reasons, of course, but are there good and sufficient ones?

Under the equal-employment-opportunity provisions of the Civil Rights Act of 1964, it's going to take more than history to justify discrimination in different instances of the same job.

From now on, an employer will have to do more than glance to see whether the job applicant has checked the box marked "M" or "F." He'll have to study the rest of the qualifications, as well.

If he can show the Equal Employment Opportunity Commission, and perhaps the courts, that the job can be done effectively only by a member of one or the other sex, well and good. If he can't, he may as well drop the "M" and "F" boxes from his questionnaire right now.

Lots of reasons—honest ones—will be found in all sorts of businesses. And there will be plenty of difficult and serious marginal cases.

But if the commission permits itself to get bogged down in the "bunny problem," it will be a victory for the segregationists who hoped, by stily adding sex to the antidiscrimination act, to throw the whole program into chaos.

Perhaps an auxiliary panel of psychiatrists can deal with lady lumberjacks and male cosseters and leave the commission free to deal with the main problem.

That problem is to compel employers to look at the job itself, without relation to old habits or to any particular applicant, and to determine just what qualifications are really essential.

We suspect that an astonishingly large number of jobs actually can be done by people to whom they have historically been denied—regardless of their color, creed, origin or sex.

The Guild Reporter

ELLIS T. BAKER, Editor

and
Director of Research & Information

DAVID J. EISEN, Associate Editor

Published by the American Newspaper Guild (AFL-CIO, CLC), the second and fourth Fridays of each month at 1126 16th St., N.W., Washington, D. C. 20036. \$3 per year. Single copies 15c.

Guild Reporter deadline at 1126 16th St., N.W., Washington, D. C. 20036: News, the Monday preceding publication; advertisements, features and letters, Friday preceding publication. Letters limited to 200 words by ANG convention action.

Return Requested

Vol. XXXII, No. 20 October 8, 1965

American Newspaper Guild

1126 Sixteenth St., N.W., Washington, D. C. 20036

PRESIDENT: ARTHUR ROSENSTOCK

EXECUTIVE VICE PRESIDENT: WILLIAM J. FARSON

SECRETARY-TREASURER: CHARLES A. PERLIN, JR.

REGIONAL VICE PRESIDENTS: Region 1—Daniel A. McLaughlin, 111 Maple St., West Orange, N. J. 07091; Region 2—Richard P. Lane, 61 N. Reno St., Memphis, Tenn. 38111; Region 3—James R. Woods, 717 Princeton Ave., St. Louis, Mo. 63105; Region 4—Robert J. Hickey, 1224 Trenton Dr., San Jose, Calif. 95128; Region 5—Bernard W. Stein, 72-12 35th Ave., Jackson Heights, N.Y. 11372; Region 6—Vacant.

AT-LARGE VICE PRESIDENTS: Jack DeLeon, 42 Larynx Dr., Willowdale, Ont.; George M. Muldowney, 461 Arcadia Drive, West Lisle, N. Y. 11781; Kenneth E. Roper, 529 Tyne Ave., Toledo, Ohio 43615; Marshall W. Schewe, 1812 Chicago Ave., Berkeley, Ill. 60103; Noel Wisel, 7764 Dahlia Dr., Mentor, Ohio 44060; Harvey R. Wenz, 1129 Hamilton Lane, Burlington, Calif. 94011.

DIRECTOR OF COLLECTIVE BARGAINING: J. William Blatz

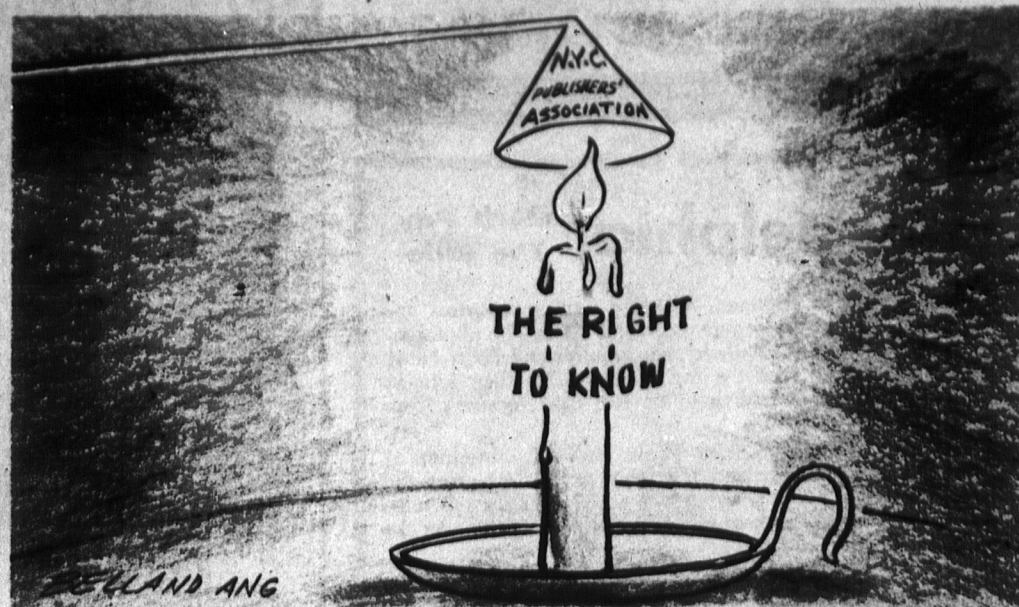
DIRECTOR OF INTERNATIONAL AFFAIRS: Richard P. Davis

EXECUTIVE SECRETARY, CONTRACTS COMMITTEE: Robert Christensen

INTERNATIONAL AFFAIRS REPRESENTATIVES: John K. Shann, Ronald A. Watts

INTERNATIONAL REPRESENTATIVES: J. Ed Allen, Edna Berger, Robert E. Bruser, James M. Cusick, Charles Dale, John Edgington, Brian E. Huggins, Fred Jones, Loel Schrader

Blackout



DATELINE: WASHINGTON

Dirksen Stalking Bigger Game Than Repeal Of 14(b)

By WILLARD SHELTON, Washington Guild



San Francisco, Calif.—The news came to California, right on schedule, when the Senate GOP leader, Sen. Everett McKinley Dirksen of Illinois, opened his filibuster against repeal of the Taft-Hartley Act's Section 14(b).

He can make his filibuster stick, if he tries hard, unless the White House and Senate Democrats keep Congress in session.

But why? The Illinois joker has never before shown any flaming zeal regarding Section 14(b). His home state, a highly industrial state, has never been seriously tempted to use the section to write its own anti-union-shop law. Dirksen isn't "anti-labor" in any familiar sense; he's never crusaded against the union shop itself.

His self-declared claim is that he wants to protect the "rights" of states against federal preemption. But he knows, since he is a competent lawyer and practiced legislator, that Section 14(b) is and always was a freak—a gross violation of normal federal preemption principles.

He knows that repeal of 14(b), not its preservation, would put the Taft-Hartley Act into harmony with the general body of federal laws, in which a comprehensive statute passed by Congress has long been deemed to pre-empt state statutes that whittle it down or seek to prohibit locally that which Congress approves under the federal regulatory rule.

Does Dirksen think he needs to prove his Republicanism by balking President Johnson on at least one measure after helping—and involuntarily—on tax reform, civil rights, voting rights, Viet Nam policy?

It seems highly improbable; he solidified party credentials, if that was needed, even with right wingers by nominating Sen. Barry Goldwater at the Republican convention last year.

He has backed no Johnson program in which his support was not as useful to his own party as to the administration.

The conviction here is that Dirksen couldn't care less about 14(b) repeal—but does care about his proposed constitutional amendment to overturn the Supreme Court's "one-man, one-vote" decisions.

Even more specifically, the Il-

linois senator may resent Administration opposition to his amendment after Mr. Johnson failed to warn him of opposition (at least Dirksen thinks the President didn't adequately warn him).

A few facts are clear. Dirksen has pushed that amending proposal insistently and repetitiously. The word came out earlier that he might seek to block the immigration bill, or the college-aid bill, if the White House didn't let the amendment pass. And Vice President Hubert H. Humphrey conspicuously lobbied against the amendment, helping block it first in committee, then beat it on the floor.

What is left to Dirksen as a "deal-or-be-damned" warning to his old colleague in the White House? Nothing this late in the session, but 14(b) repeal. And caring little one way or the other about 14(b), he can even feel mischievous delight at intoning solemn nonsensicalities in his filibuster.

The amendment to override the "one-man, one-vote" decisions, on the other hand, is exactly the issue on which Dirksen would both feel and act on orthodox Republicanism. The decisions, unless upset promptly, will force the re-vamping of the structure of every state legislature. Power will pass to city and suburban voters and away from rural voters.

State legislatures pass laws on tax policy, including business taxes, and on school systems, transit systems and jobless-insurance levels. As rural dominated bodies,

they have been easily controlled by business, banking and insurance lobbyists.

Exactly this issue lies underneath a current fight in California's special reapportionment session on redistricting the state Senate to oust about 18 northern, generally conservative, members and transfer the districts to the populous southern part of the state.

The lobbyists are fighting harder than the 18 threatened senators to beat a plan the California Supreme Court has already said it will order itself after Dec. 9 if the legislature refuses to act.

Passage of the proposed Dirksen amendment, even by one house of Congress, would put everyone on notice that maybe action should nevertheless be postponed, because things have suddenly become speculative.

The 14(b) filibuster, Dirksen at the driving reins, waddles like a duck, swims like a duck, quacks like a duck. It is a duck—and a tethered decoy duck at that.

Toledo Blade Buys New Jersey Paper

Red Bank, N. J.—The Red Bank Register, a 25,000-circulation daily, has been sold to a new subsidiary of the Toledo Blade Co. The subsidiary is headed by William Block and Paul Block, Jr., copublishers of the Toledo Blade and Times and the Pittsburgh Post-Gazette.

The Register, founded as a weekly in 1878, changed to daily publication six years ago. M. Harold Kelly, one of three former owners, will remain as publisher and general manager. The other two have retired.



Guild Reporter
1126 16th St., N.W.
Washington, D. C. 20036

My copy of the Guild Reporter for

Oct. 8 arrived _____ 1965

Name _____

Street & No. _____

City _____

State or Province _____