

N.Y. Times Accord Yields Guild Major Gains As Shutdown Ends



AFTER THE PACT: Key figures in negotiations that ended the Guild's strike against the New York Times seal the compact at City Hall. From left are Guild Local Representative Edwin R. Egan; Thomas J. Murphy, the Guild's executive vice president; Mayor Robert F. Wagner; Times Publisher Arthur Ochs Sulzberger, and Joseph Eisenberg, Times Unit chairman.

News Dimout Lifts; Merger Talk Grows

New York City—Settlement terms giving the Guild automation and jurisdiction protection, a joint pension plan and an extended Guild shop were ratified by the 2,200-member New York Times Unit Oct. 10, ending a 25-day strike against the nation's leading paper.

Four other papers that had suspended publication in support of the Times returned to the newsstands, restoring an additional 2,150 Guild members to their jobs and ending the city's second newspaper blackout in less than three years.

The settlement of the strike, on terms recommended by mediator Theodore W. Kheel and reinforced by Mayor Robert F. Wagner, was accompanied by new rumblings of an imminent merger involving the New York Journal-American and the World-Telegram & Sun and reports that an editor for the paper has already been selected.

Kheel's proposals and the bargaining that preceded them gave the Guild these major gains:

- A joint pension plan that ANG pension consultant Joseph H. Daoust estimated would improve benefits by 20 to 25 percent over a five-year period and that Kheel termed "a major breakthrough" for the Guild.

- Protection against automation dismissals for all full-time employees on the payroll at the time of contract signing and for new and temporary employees who complete a year of service.

- A jurisdiction clause providing that "the Guild's jurisdiction shall not be adversely affected in any respect by any agreement entered into or any assignment of work made by the publisher with any other union."

- Elimination of a Guild-shop exemption for commercial-department (Continued on Page 5)



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110 Guildsmen Jobless As Scripps Closes Down Indianapolis Times

Indianapolis, Ind.—More than 100 Indianapolis Guild members were left jobless Oct. 11 with the suspension of Scripps-Howard's 77-year-old Indianapolis Times.

"Economic facts offer no alternative," management said. The closing was announced without warning to employees about an hour before the first-edition deadline.

The closing of the Times, a 90,000-circulation afternoon paper, leaves Indianapolis a monopoly for Eugene C. Pulliam's morning Star and afternoon News. The Indiana capital has a population of about a half-million.

The Times is the second major Scripps-Howard paper to close down in less than two years, reducing the chain to 18 papers. The Houston Press was suspended in March 1964.

Failing Papers Seen To Blame

New York City—Failing newspapers have themselves as well as rising costs to blame, an advertising executive told the American Association of Newspaper Representatives last week.

"I cannot accept the premise that the demise of papers in Indianapolis, Pittsburgh, San Francisco, Detroit, Los Angeles and New York is completely the result of rising costs and labor union problems," said Donald S. Harris of Philip Morris Inc.

Newspapers are risking loss of reader interest and advertising revenue by "standing pat" and failing to improve their product, Harris said.

Editor Thomas L. Boardman told the newsroom staff that the Times had suffered "a long period of increasing deficits." Despite recent increases in circulation and advertising, he said, "revenues had fallen increasingly short of more rapidly expanding payroll and production expenses."

Photographers from other newspapers and television stations lighted the newsroom with flashbulbs and floodlights as Times staffers, some of them weeping, returned to their desks to get out the last day's issue.

The paper opened a temporary placement bureau to help find jobs for its 420 employees, about 70 of them editorial workers. The Guild has about 110 members in editorial, advertising, business-office, circulation and maintenance departments.

Guild officers in Chicago and Peoria quickly notified the Indianapolis local of editorial-job openings.

Managing Editor Irving Leibowitz said that while there were no plans for the paper to resume publishing, the building and plant would be kept intact in the event that "someone wants to purchase the Times." No purchase was imminent, he indicated.

Editor & Publisher reported that "for some time it has been known in the trade that the Times was available for purchase but the Star-News combination, which has broadcasting affiliates, presented formidable competition."

Guild members will receive up to 33 weeks' severance pay, besides two weeks' notice pay and accrued vacation pay. Pension funds, to which the company has



END OF THE LINE: Indianapolis Times Photo by Lloyd B. Walton
Indianapolis Times staffers check the early edition of Oct. 11 in grim silence. The story of the Scripps-Howard paper's suspension appeared in print a scant hour after management broke the news in the city room.

contributed \$2.50 per week per employee, will be distributed among employees according to service time.

The Times, founded in 1888 as the Sun, was bought by Scripps-Howard in 1922. Over the years it developed a reputation for effective investigative reporting, winning a Pulitzer prize in 1928, for

its campaign against the Ku Klux Klan.

Among its alumni were war correspondent Ernie Pyle and columnist Westbrook Pegler.

Its circulation at its closing was little more than half that of the rival News, and its Sunday circulation less than a third that of the Star.

Assessment To End With Second Levy

The International Executive Board this week authorized termination of membership assessments with a second payment.

The board acted on a recommendation by Executive Vice President William J. Farson and Secretary-Treasurer Charles A. Perlik, Jr., who noted that the board earlier had authorized assessments for the duration of the financial emergency created by the New York Times strike.

Now that the strike has ended, Perlik said, a second payment will bring the International Defense Fund back to within "hailing distance" of its prescribed constitutional floor of one million dollars.

The secretary-treasurer, in a letter to local presidents last week, reported that strike benefits paid to Times members and lock-out benefits disbursed to employees of the five New York papers that shut down voluntarily cost the Defense Fund approximately (Continued on Page 7)



FOR EXEMPLARY SERVICE: Joe Williams, left, president of the Terre Haute Guild, presents a plaque and gold wrist watch to Ned A. Bush, Sr., former local president, for "years of exemplary service" to the Guild. The presentation was made at a banquet sponsored by the local Oct. 10 in observance of National Newspaper Week.

Sixth Week's Vacation Won At New Republic

Increases of up to \$64 in minimums and a sixth week of vacation have been won in a new two-year contract between the Washington Guild and the New Republic.

The contract provides for two general increases of 4 percent, with a minimum of \$5 and a maximum of \$8, the first retroactive to April 30 and the second effective next April 30. Minimums rise from \$4 to \$54 in the first year and from \$4 to \$10.50 in the second.

The biggest increase comes as the result of an upgrading in the staff-writer classification. Its top minimum, formerly \$136 after five years, becomes \$190 after six in the first year and \$200 in the second.

Senior editor and books-and-arts editor, the highest-paid classification, goes from a three-year progression schedule with a top of \$188 to a flat minimum of \$199.50 in the first year and \$210 in the second.

A new classification—editorial

Vietnam Crash Kills Lensman From Albany

Albany, N.Y.—The Albany Guild is planning to establish a scholarship fund in memory of Bernard Kolberg, 38-year-old Guildsman killed while photographing the war in South Vietnam.

Kolberg was killed when his two Air Force Skylanders collided on a combat mission against a Vietcong position 250 miles northeast of Saigon Oct. 2. Neither Kolberg, whose hobby was skydiving, nor the planes' pilots had a chance to bail out.

Kolberg, on a four-month leave from his job with the Albany Times-Union, was taking pictures for Associated Press. He had arrived in South Vietnam only a week before the crash.

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\$8 Package Settlement Averts Guild Strike At Herald-Traveler

Boston, Mass.—An \$8 wage-fringe package agreed on after almost a year of bargaining averted a threatened Guild strike at the Boston Herald-Traveler last week, but printers and mailers continued to bargain under strike votes.

The Guild agreement, reached after an informational campaign that resulted in labor unions throughout the state sending statements of support for the Guild's job-security demands to the Herald-Traveler, gives the Guild two-year general increases up to \$7 and \$1 in pension money.

The Guild, which had authorized strike action before negotiations began, conducted a campaign in which public officials, labor leaders, religious leaders and Herald-Traveler stockholders were informed of the paper's adamant stand on job security and wages.

The resulting contract, which is awaiting ratification, provides raises of \$4 the first year and \$3 the second for employees earning over \$100 a week, increasing the reporter top minimum to \$159.55 in the second year.

Employees earning from \$80 to \$99.99 will receive \$3.50 retroactive to Jan. 1, those from \$60 to \$79.99 will get \$3, and those under \$60 will get \$2.50. All will receive \$3 the second year.

The top minimum for outside classified salesmen, who received a \$15 raise last January, will be raised \$19 the first year, and \$3 the second, to \$162, at parity with display salesmen.

A reclassification will raise the top minimum for circulators by

\$25 the first year and \$3 the second, to \$182, in recognition of the job's irregular hours, and the top for inside classified solicitors will go up \$6.50 the first year and \$3 the second to \$105.50 to compensate for elimination of a bonus.

The second-year pension dollar will provide a \$100 monthly pension effective Jan. 1, and the company will increase its contribution to hospitalization insurance by \$1 a month.

The contract provides for 90 days' notice to the Guild of new equipment and 30 days' notice of new processes and protects Guild

jurisdiction in either case. It makes length of service the "determining factor" in economic dismissals in the absence of superior competency in an employee with lesser service.

A one-out-of-ten Guild-shop exemption for new employees is eliminated; the contract allows a maximum of one exemption among new employees each six months. The mileage allowance is increased from nine cents to 10.

ITT printers and mailers have rejected an \$8.30 fringe package and are asking the same \$12 increase won by New York printers and mailers.

The contract, covering circulation-department employees only, is retroactive to Sept. 1.

Increases of \$4.50 each year will raise the top minimum for country representatives to \$159 in the second year, while that for the key category, city representatives goes to \$155. The top minimum for supervisors goes up \$6 each year, to \$183; that for bookkeepers and secretaries \$4, to \$103; for bookkeeping clerks,

\$3.75 each year, to \$99, and for clerks, \$3.50 each year, to \$95. Pensions, previously calculated as 1 percent of average annual salary times years of service, will be calculated on a base of 1.1 percent, and the publisher has agreed to pay up to \$1 a month of an expected increase in hospitalization-insurance rates.

Because of geographic realignment of most representatives' districts, a number were allotted expenses averaging \$30 a week. The publisher agreed that there will be no subsequent realignment affecting the size of districts or expenses without the Guild's consent.

The service requirement for four weeks' vacation was reduced from 20 years to 15.

Behind The Newsprint Curtain

Publisher Discord Handicaps N.Y. Bargaining

New York City—Internal differences among New York City's publishers have been among the principal causes of the industry's collective-bargaining difficulties.

This conclusion emerges from an extensive analysis of the New York Times strike by Times writer A. H. Raskin and statements made by Herald Tribune President Walter N. Thayer following the Tribune's withdrawal from the New York City Publishers' Association.

Raskin, a member of the Times editorial board and long a labor specialist, analyzed the strike and the events leading up to it in a 3,000-word article appearing in the first issue after the Times resumed publication.

"The association's severest internal problem, in terms of bargaining effectiveness," Raskin said, "lies in the frequency with which its members disagree on even the most minute matters and the intensity with which they cling to their differences. No real authority is invested in Mr. Gaherin [John J. Gaherin, association president]."

"On Oct. 2, when Mayor Wagner had announced that he would make settlement recommendations in the Guild walkout if no accord was reached by midnight, the timetable was wrecked by the publishers' insistence on haggling until 4:40 o'clock the following morning over trivia left in the wake of a basic understanding on all the main features of the new Mailers' pact."

"Typical of the kind of problem in contention was a demand by the association that a clause calling for hiring preference to workers who are 'competent' be amended to read 'competent and qualified.' The demand was finally dropped after reference to a dictionary made it plain that it was a distinction without a difference."

"The confusion over the off-again, on-again status of the Mailers' agreement deterred the Mayor from making any recommendations at all that night. And it was not until Friday, almost a full week later, that the script could be patched up sufficiently to get him fully back into the act so that the final curtain could be rung down."

Additional light on divisions within the publishers was cast by Thayer in an interview with Editor & Publisher. He cited "diverse conditions and resources and philosophies which have made negotiating through the Publishers' Association impossible."

The Tribune, now that it is free of the association, will be able to "work out our problems in our own way" and "will not be plagued with the individual problems of the other papers, nor they with ours," Thayer declared.

He suggested that association bargaining might be confined henceforth to wages and hours, "with each paper negotiating thereafter its own problems."

Thayer said it was no secret that the association has been divided—so divided that it has been unable to agree for months on a new chairman.

"We have all been trying to serve our own purposes collectively," Thayer declared, "and it hasn't worked."

Raskin, recounting events that led up to the publishers' decision to shut down in support of the Times, reported that the publishers were

Advertising Blackout

New York City—No sooner had the Herald Tribune ended its lockout and resumed publication than it found itself locked out in turn by the city's biggest department-store advertiser, R. H. Macy & Co. was the only regular Tribune advertiser that did not resume advertising when the Tribune broke ranks with other publishers Sept. 27.

split over the terms under which sympathetic action would be taken.

Both Thayer and F. M. Flynn, president of the Daily News, urged originally that other papers give "automatic support" to any paper that was struck, Raskin said. But Times Publisher Arthur Ochs Sulzberger said each paper should reserve the right to take "an 11th-hour look" at the circumstances before committing itself, although stating that he considered it inconceivable that the Times would not support a struck paper.

After the meeting, Raskin said, Thayer sent the association a letter proposing that members bind themselves to shut down under two conditions: that Gaherin determine the strike was not brought about "by caprice or arbitrariness on the part of the publisher involved" and that the association's lawyers certify there was no legal bar to such action.

The Times again disagreed, Raskin reported, objecting that it would put Gaherin in "an impossible position" and affirming that the Times "would not surrender to anyone else the final decision on what it should do in any specific instance."

A "one-down, all-down" stand was finally agreed upon the day the Times was struck, Raskin said, but the Tribune's defection was already foreshadowed.

"Despite Mr. Thayer's vigor in espousing what one of his hearers called the 'extreme hawk' position on the need for a joint fight against union coercion," Raskin said, "the Herald Tribune executive expressed privately in several conversations a belief that the general shutdown over the dispute between the Times and the Guild represented 'the wrong strike with the wrong union at the wrong time.'"

"This reflected his continuing unhappiness at the association's failure to insist on a showdown with Mr. Powers [Bertram A. Powers, president of the New York Typographical Union] and the Typographical Union last spring."

The Herald Tribune and the News had expressed willingness to take a strike over seven separate issues in that controversy, but the Times demurred each time.

"The Tribune gave some quiet thought to resigning from the association then, but it continued as chief advocate of the 'all-for-one' doctrine until it pulled out Sept. 25 on the ninth day of a strike that it contended involved no questions of importance to itself."

"Mr. Thayer's abandoned colleagues in the association limited themselves to polite statements

of 'terrible disappointment' at his desertion under fire, but they were less charitable in their private utterances, in which several accused him of a cynical desire to profit by the collective misery in which he had helped entangle them."

Newsweek, in its own report on the strike, quoted one negotiator as stating that "the Times is so mad at the Trib it can't see straight."

"In response to questions," Newsweek said, "Sulzberger suggested that the Times, which lost some nine million dollars during the strike, was returning to the stands . . . determined to step up its competition with the Tribune."

Asked whether he thought the Tribune could survive, Newsweek reported, Sulzberger replied, "I have my doubts."

Raskin quoted a Tribune official as declaring that "the disparity of interests, resources and problems as among the New York newspapers makes the association unworkable as a joint instrument."

"We need automation," he said. "We have no assurance we can get it alone, but we know we can't get it as part of the association."

Raskin reported that Post Publisher Dorothy Schiff, who withdrew from the association during the 1962-63 printers' strike, "has no regrets."

The Post's contracts with the unions have been the "standard" ones negotiated with the other papers, and it has been unable to reach an agreement with the printers on the use of a computer, Raskin noted. But Mrs. Schiff said grievances have been fewer and the Post has enjoyed "two tremendous windfalls" while the other publishers were shut down.

"We're stronger than we've ever been financially," she reported. "In the first 10 years of my publishing experience we had a bad time, but since 1949 our record has been good. I've seen so many papers die around me, and we're still going strong. I'm optimistic about our future, and everybody else around here is terrifically optimistic."

Raskin said that bargaining in New York also has been complicated by "rivalries and organizational schisms" on the unions' side. But, he said, the strengthening of co-operation during the Times strike may permit reconstitution of the unions' unity committee, which foundered during craft-union bargaining last spring.

Raskin said both Powers and Thomas J. Murphy, executive vice president of the Guild, "agree that a new co-ordinating agency is needed."

"Both also agree," he said, "on the desirability of a centralized bargaining council through which all the unions can bargain jointly with the publishers on wages, hours and other matters of common concern."

But disunity among the publishers would still be a problem, Raskin said. He quoted Kheel's "parting word to the association":

"The publishers have got to learn how to communicate better. They've got to put their top people in the front ranks or give the people in the front ranks some genuine authority. This business of going from Tinkers to Evers to Chance on every piddling decision costs so much time and causes so much disruption it can prove fatal."

Belated Invitation

Times Finally Sees It Fit To Print

New York City—When the New York Guild asked the Times to invite the papers that had shut down in its support to resume publication for Pope Paul's visit Oct. 4, while the Times strike was still on, the Times refused.

A week later, after the strike was settled, the Times was more public-spirited. It urged the newspapers that had suspended publication to get into print immediately after a tentative settlement was announced, even though the Times itself could not publish until after the Guild's ratification meeting two days later.

The Long Island Press, which had confined its circulation to areas outside the city, resumed full distribution Oct. 9. The News and Journal-American published their Sunday editions Oct. 10, although the News's comics were in black and white. The World-Telegram and the Long Island Star-Journal did not get back until Oct. 11, the same day as the

Times returned to the newsstands. The Times's first Sunday edition after returning weighed a record seven pounds, 14 ounces, and contained a record 1.2 million lines of advertising representing more than \$2,750,000 in revenue. Its 946 pages—another record—consumed 5,967 tons of newspaper and 190 tons of ink.

Before it resumed publication after its voluntary blackout, the Star-Journal made its carrier boys into vehicles for what the New York Guild's official publication, Frontpage, charitably characterized as "a fib."

The carrier boys were directed to deliver notices to Star-Journal subscribers, stating that "practically all the big newspapers, including the Star-Journal, are unable to print their papers because of a strike."

In the midst of the crisis that preceded the acceptance of medi-

ator Theodore W. Kheel's settlement terms, the New York Guild found itself host to a delegation of visiting Brazilian trade unionists.

The Brazilians, touring the country under Labor Department auspices, dropped in on the morning of Oct. 7 to find out how a newspaper strike was run. I. Kaufman, editor of Frontpage, took time out from issuing a stream of press releases to show them.

The next day another Brazilian visitor, Adriano Campanhole, president of the Sao Paulo Union of Journalists and labor reporter for a major Sao Paulo daily, popped in for the same purpose.

One day in Washington, several Times bureau strikers cashed two checks simultaneously: their strike benefits and dividends on their Times stock. "A triumph for people's capitalism," commented the Washington Star.

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ment employees hired before 1952, and for one out of ten advertising salesmen hired after November 1962, leaving only a group of 90 editorial employees outside the Guild.

The settlement also provides for a \$12 wage package over two years, identical to that received by craft unions last spring. Kheel said the Times has agreed to establish a \$200 top minimum for reporters and display salesmen and a \$215 top for editors if it can be accommodated within the \$12 package.

The Guild also won more than 40 other contract improvements.

Thomas J. Murphy, executive vice president of the New York Guild, stated after the ratification vote that the unit received the settlement terms as a victory and said they contained "terrible" gains that could not have been won without a strike.

ANG President Arthur Rosenstock, stating that the Guild had been forced to strike by the Times's adamant refusal to grant an acceptable contract, said he was "highly gratified" by the settlement.

"I hope the Times and the other papers have learned something from this brinkmanship," he said. The settlement terms were accepted by the Times and the Guild Oct. 8, a day after both had rejected them. The accord followed a City Hall meeting with Mayor Wagner, who told them that he and Kheel would withdraw from the dispute if the terms were not accepted.

Murphy said afterward that when the Guild originally rejected the Kheel proposals it understood they were to be the basis for further negotiations. When Wagner made it clear that it was



New York Guild Photo by Jules Geller
INQUIRY: Times reporter Clayton Knowles poses a question on the proposed settlement at unit ratification meeting in Manhattan Center, packed with 1,900 Guild members.

a final proposal presented on a "take-it-or-leave-it" basis, Murphy said, the Guild negotiating committee decided to accept it as the alternative to indefinite prolongation of the strike.

Unit members applauded and cheered at several points as Edwin R. Egan, local representative and chief Guild negotiator at the Times, outlined gains at the ratification meeting in Manhattan Center.

The contract was approved on a voice vote in which unit chairman Joseph Eisenberg said he detected only a scattering of nays and which he later declared unani-

mous. Eisenberg, Murphy, Egan, International Vice President Bernard W. Stein and Farnsworth Fowle had borne the brunt of negotiations during the 25-day stoppage.

The ITU Mailers ratified a contract settlement with the New York City Publishers' Association Oct. 17. Based, like the Guild's, on terms recommended by Kheel, it provides job protection against automation for 300 substitutes as well as regular employees.

Merger reports multiplied in the wake of the resumption of publication by the Journal-American, World-Telegram, Daily News and

Long Island Star-Journal. The Herald Tribune had resumed publication earlier.

The ITU Review said there were "reliable reports" that the Justice Department has given its consent to a merger of Hearst's Journal-American and Scripps-Howard's World-Telegram, and Newsweek, Variety and the Gallagher Report, a media newsletter, said an editor has already been chosen for the combination — veteran Hearst columnist Frank Conniff.

Richard D. Peters, editor of the World-Telegram, said Oct. 8 it was "completely untrue" that the Justice Department had been no-

tified of a merger but said he wasn't in a position to confirm or deny that a merger was planned. A Justice Department spokesman a week later also said no such notification had yet been given.

Murphy, citing the merger reports, said he was "in no rush" to resume contract negotiations with the two papers until they "expose their position."

"As long as I don't have a contract I can strike them," he said. "If they were to merge tomorrow, I could put a picket line out, and they wouldn't publish as individual papers, let alone as a merged paper."

No date has been set for the resumption of negotiations at either the Journal-American, World-Telegram, News or Herald Tribune, where contracts, like that at the Times, expired last March 31. All four units have voted to authorize strike action.

Guild contracts at the Long Island Press and Star-Journal do not expire until Jan. 1.

Numerous proposals for improving the New York papers' labor-relations machinery also followed the strike (story elsewhere on this page). They included a Kheel suggestion for a Guild-Times "human relations committee" to review "matters of joint concern."

Kheel recommended the formation of a human-relations committee in his settlement proposals (Continued on Next Page)

'24-Hour Job'

New York City — Contract enforcement is as important as contract negotiation, according to mediator Theodore W. Kheel.

In recommending steps to eliminate "defects" in past relationships between the Guild and the New York Times, Kheel urged that directions be sent to both supervisors and Guild members "instructing them on the imperative importance of contract observance."

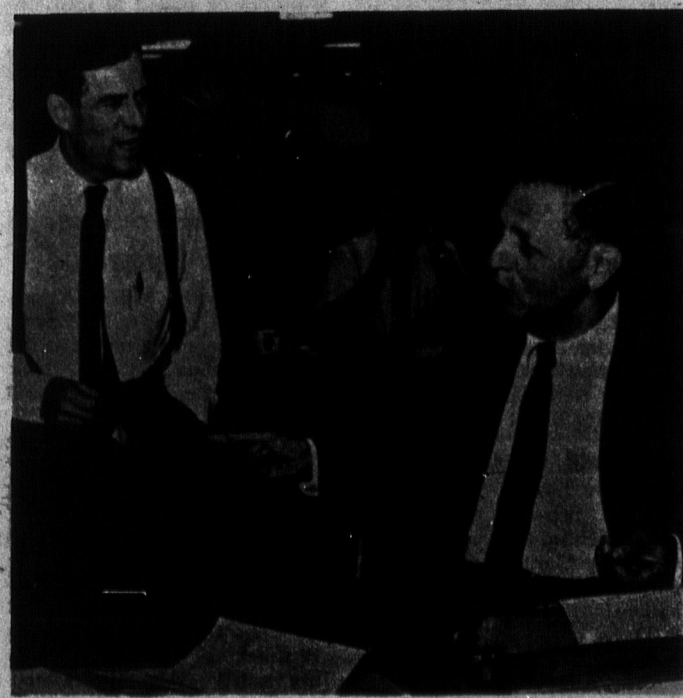
Stating that "labor relations is a matter of 24-hours-a-day dedication throughout the year," Kheel recommended that arrangements be made "for every-one in management or on the staff to be told what the contract means" and that "the explanation be given in joint sessions or in sessions attended by representatives of the other side."

Publishers, Crafts Set Up Panel To Aid Bargaining

Scottsdale, Ariz. — A joint labor-management stand-by committee to help break deadlocks in local newspaper bargaining was established last week at a two-day meeting here between a publishers' committee and four printing-trades unions.

The committee, which will act on the invitation of local parties who face a deadlock in bargaining, was set up by the labor-relations committee of the American Newspaper Publishers' Association and leaders of the Typographical, Pressmen's, Stereotypers' and Photoengravers' unions.

Continuing meetings are planned between the four unions and the ANPA group.



BACK TO WORK: Farnsworth Fowle, one of the negotiators who carried the brunt of bargaining during the 25-day New York Times strike, rehears strategy with Emanuel the Washington Star, both return to work in the Times's cavernous city room.

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as one of several steps to produce a "corrective effect" on relations between the Times and the Guild.

Citing the Guild's complaint of "a baronial attitude" on the part of the Times, he said "there were circumstances which could give rise to such an impression."

"Ironically," he said, "the strike itself will, in my opinion, have therapeutic values. It has forcibly called to the attention of both the Times and the Guild the necessity for devoting themselves to the problems of their joint relationship."

Rosenstock, noting that only the "mentally ill" strike for its own sake, said the Guild had tried since last January to bring the Times into "meaningful and fruitful" negotiations.

"Perhaps out of the 23 days of blackout will emerge a focus of light on the mutual advantages in human and humane relations," Rosenstock said.

"Management wants, and is entitled, to be treated as such, and a union—the Guild in this case—wants and demands to receive reciprocal treatment," he said. "Respect, like love—or hate—is a twin and dies if it is not reciprocated."

Kheel's settlement terms, presented in the form of a letter to Wagner, were still being translated into contract language this week by negotiators for the Guild and the Times, with Kheel prepared to serve as referee should any dispute over the recommendations develop.

The Kheel terms, in providing a jointly administered Guild-Times pension plan for the first time, adopted in essence a proposal advanced by Daoust, who was called into negotiations as a consultant after the strike began.

Under the plan, which will replace a unilateral Times pension program, the Times will make a fixed contribution in the form of a percentage of payroll based on the cost of present benefits under the Times plan.

While the Times's pension costs



RATIFICATION DEBATE: Local Executive Vice President Thomas J. Murphy recognizes a speaker from the floor at ratification meeting on New York Times

will not be increased, Daoust told the ratification meeting that benefits would be improved because the pension fund's earnings would be used for this purpose rather than to reduce the Times's contribution, as at present.

Terms of the plan, to take effect next Jan. 1, will be arbitrable.

Kheel, who described Daoust's pension report as an "excellent" one and his contribution to resolving the issue "extremely helpful," noted that joint administration "represents a sharp departure" from the Times's previous position.

"Granted its full demand in this respect," he said, "the Guild will have achieved a major breakthrough in its quest for joint participation in affairs of employment pertaining to Guild bargaining-unit members."

Kheel recommended rejection of the Guild's demand for severance in addition to pensions unless it was charged to either the \$12 financial package or purchased as a benefit from the new pension fund.

The major elements of an automation clause had been negotiated

before Kheel entered the picture. Their provision of job protection and retraining for employees on the payroll as of contract signing and for other employees, including temporary ones, after a year's service compared with a Times proposal to limit protection to those on the payroll as of last March 31.

Kheel, resolving the issues that remained, recommended that the employment period of temporary employees henceforth be limited to six months and that the Times be required to give automation notice of at least that period to the Guild.

He declined to recommend that the Times be required to offer temporary employees any permanent jobs that become available or to give retraining opportunities to part-time employees. He noted that the Times has offered to give temporary and part-time employees first consideration for permanent jobs.

Kheel's terms also provide the same job protection for employees displaced by subcontracting as for those affected by automation.

In rejecting the Guild's request for a bar to new equipment cutting across jurisdictional lines without the Guild's prior agreement, Kheel said a similar bar negotiated by the Typographical Union "was written not with jurisdiction in mind but job protection."

Terming it "a temporary expedient" and "a confession of failure" to negotiate terms for automation, he said the Guild's automation agreement, on the other hand, "provides for a solution through job protection, obviating any delay in the introduction of automation."

The provision of a clause protecting the Guild's jurisdiction from any agreement negotiated by the Times with another union prevents its erosion by any National Labor Relations Board decision "based on a wrongful assignment of work by the Times," Kheel said.

Inclusion of pre-1962 commercial employees in Guild-shop provisions will add an estimated 150 members to the unit, leaving what Kheel described as "a declining group of 90 in the editorial and news departments outside of its ranks."

In declining to recommend extension of the Guild shop to employees who "gather and write the news," Kheel said he was "not personally sympathetic" with the Times's opposition to the proposal.

But he said the strength of the Times's conviction on the point and its announced intention of taking a strike on the issue "for as long as necessary to preserve

settlement. Flanking him are Local Representative Edwin R. Egan, left, local representative and chief

Guild negotiator at the Times, and ANG pension consultant Joseph H. Daoust.

this principle" must be taken into consideration.

Agreements on lesser issues reached in bargaining, as outlined by Egan at the ratification meeting, include overtime pay on out-of-town assignments and compensation for travel time in overtime pay or compensatory time and a half; conversion of night-shift differentials to a percentage basis so that they will increase as base pay rises, and posting of names with seniority status for vacation choices.

The pact ratified by the Mailers allows automation reductions by attrition and establishes a joint board to report on automation and employment at least 90 days before contract expiration. The union can appeal automation job changes to the board, which will have an impartial chairman to resolve disputes on which union and management representatives cannot agree.

Mailers whose jobs are elimin-

ated by merger or consolidation will be placed in a citywide pool to fill jobs as they become available.

Times Publisher Arthur Ochs Sulzberger confirmed before the strike ended that the paper has strike insurance. Editor & Publisher reported that all of the publishers are covered by insurance providing payments of up to \$650,000 per paper, with a city-wide ceiling of \$2,750,000.

The Guild has announced strike contributions of \$4,971.96 as of Oct. 1, including the following:

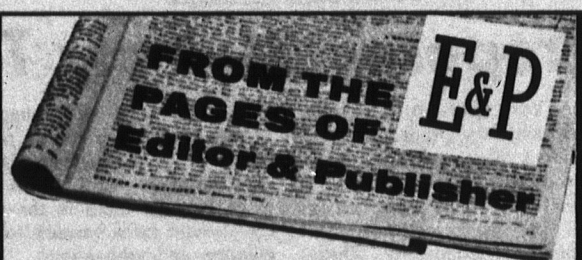
Albany Guild	100
Boston Guild	100
Cleveland Guild	100
Los Angeles Guild	100
Middle Atlantic D. C.	100
Pennsylvania Guild	100
San Jose Guild	100
St. Louis Guild	100
New England D. C.	100
Philadelphia Guild	100
Kenosha Guild	25
Seattle-Thomson Guild	100
Toledo Guild	100
Wilkes-Barre Guild	100
Wire Service Guild	100
Washington Guild	100
N. Y. Public Relations Officers Society	100
Saturday Review Unit	13

San Mateo Gets Strike Approval

San Mateo, Calif. — The San Francisco - Oakland Guild last week received ANG approval for a strike at the San Mateo Times, along with a \$20,000 check for benefits.

The Guild is awaiting action on its request for strike sanction by the San Mateo County Labor Council. The council has called on management to show cause at a hearing today why sanction should not be granted.

The unit, which last August authorized a strike by a 46-6 vote, is seeking parity with wages and other benefits provided in the local San Francisco citywide contract.



From the issue of October 9, 1965

FAULTS OF NEWS REPORTING DEPLORED BY EDITORS

At the recent UPI Conference, James G. Bellows, editor of the New York Herald Tribune remarked, "News isn't what it should be today, and, unfortunately, it isn't far enough advanced from what it used to be." The whole story is in E & P, along with all the rest of the newspaper talk. Read it regularly.

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Cleveland Hearing Set On Times-Copy Action

Cleveland, Ohio—The National Labor Relations Board will hold a hearing Dec. 20 on whether the Cleveland Guild committed an unfair labor practice when its Plain Dealer unit voted to refuse to handle New York Times News Service copy during the Times strike.

The unit action was taken as the Times strike began, and the Plain Dealer did not ask any member of the unit to handle Times copy during the strike. Some Times copy was processed by employees outside the bargaining unit, however.

The Plain Dealer filed an unfair-labor-practice charge against

ACLU Urges Curbs On TV-Press Link

The American Civil Liberties Union last week called on the Federal Communications Commission to withhold remaining UHF television licenses from owners of newspapers published in areas covered by the UHF station.

The restriction "is necessary in the interests of preserving what little diversity still exists in the realm of communications media," the ACLU said.

the Guild, and similar charges subsequently were filed by the Times and Times Sales, Inc.

The NLRB regional office issued a complaint and sought a Federal Court injunction against the Guild, stating there was "reasonable cause to believe" it had violated the secondary-boycott provisions of the Taft-Hartley Act.

But the strike ended before the court could act, and the NLRB then scheduled a hearing on its complaint for December.

Responding to an appeal by the New York Guild, the Cleveland Local had served notice in advance of the Times strike that it would seek to avoid having its members handle any struck copy.

At a meeting Sept. 16, as the strike started, Plain Dealer management rejected two Guild proposals for resolving the problem. The first was that management employees or personnel exempt from the Guild contract should handle Times copy; the second was that individual Guildmen who objected to handling Times copy might do so without penalty.

After management's rejection of these proposals, members of the unit voted that no Guildman should handle the struck copy.

AMONG OURSELVES

International Vice President Richard P. Lane, telegraph editor

of the Memphis Commercial Appeal, was one of four graduates of Delta State College in Mississippi to receive Outstanding Alumni Awards this month.

Lane received a plaque in recognition of "outstanding achievement" at the college's homecoming celebration. A former Memphis Guild president, he is beginning his sixth two-year term as ANG vice president from Region 2.

Donald May of United Press International has been elected vice president of the State Department Correspondents Association. May is a former executive-board member of the Washington Guild.

And Guildman Al Heiken of the San Antonio Weekly Dispatch has been re-elected secretary-treasurer of the Texas Labor Press Association.

Melville D. Shapiro, former president of the North Jersey Guild, has resigned as assistant city editor of the Elizabeth Journal to join the public-relations staff of the New Jersey Highway Department.

Gerald Twombly, vice president of the Manchester Guild, has resigned to take a sales position with Sears, Roebuck & Co., in Haverhill, Mass., where he was employed by the defunct Haverhill Journal.

And George Wyatt, former vice

president of the Buffalo Guild, has quit the Buffalo Courier-Express to become research director of the New York State Joint Legislative Committee on Navigable Waterways. He will also handle public relations for the Erie County Democratic organization.

Stuart S. Smith, publisher of the Guild's strike paper during last spring's walkout at the Baltimore Sunpapers, has received a promotion—to chief of the Sun's Bonn bureau.

It will be strictly a Guild affair when Barbara Finkelstein weds Alfred Wickland Nov. 28. Miss Finkelstein is president of the North Jersey Guild, and Wickland is a former chairman of the local's New Brunswick Unit and an ex-member of the local executive board. He is currently in the Rutgers University public-relations department.

L. F. Wilbur Dies; Led Utica Guild

Utica, N.Y.—Leonard F. Wilbur, 60, a former president and charter member of the Utica Guild, died Oct. 12 after a heart attack.

Wilbur, sports editor of the Utica Press and Observer-Dispatch since 1942, was a member of the old Utica Newswriters Club when Heywood Brown came to town in 1937 to organize the Guild. He played a key role in the local's formative years.

The Utica Guild has donated \$25 in his memory to the Greater Utica United Fund.

Arbitrations

Frequent Illness Held No Cause For Firing

Sheboygan, Wis.—The Sheboygan Guild has won reinstatement of an employee discharged without notice for absenteeism labeled "gross misconduct" by the Sheboygan Press.

The company charged that the employee, a proofreader, had a record of absenteeism for illness far greater than that of other employees and that she used absences as a means of extending her days off.

The Guild noted that although the contract provided 15 weeks' annual sick leave, the discharged employee had not been absent that

long during her five years of employment.

Arbitrator H. Herman Rauch pointed out that the company had not asked the employee to justify her absences nor had it contended that any of the absences reported as due to illness had occurred for other reasons.

Rauch ordered the employee returned to her job but left the question of back pay open for later decision because of the 16-week interval that had elapsed between the dismissal and the arbitration. The matter was settled between the Guild and the company before briefs were filed.

Creative Approach

A government official told newspapers this month that if they can't find qualified Negro newsmen they should create them.

Calvin Kittle, acting director of the Commerce Department's Community Relations Service, speaking at United Press International's annual publishers' and editors' conference in Washington, gave this advice:

"Hire more Negroes on your staff. If you can't find a Negro who qualifies as a good reporter, then find a Negro with aptitude and train him. He will add to your staff a brand-new constellation of insights, the value of which will more than compensate for the extra effort."

A case in point was cited at the same conference by Edwin A. Weegar, assistant managing editor of the Los Angeles Times, who told the group that "one of the real finds" that emerged during the Watts riots in August was a young Negro working in the dispatch department. "He volunteered his services to the city desk, wrote great first-person stories and is now an apprentice reporter," Weegar related.

Second Levy Ends Assessment

(Continued from Page 1)

mately \$550,000, reducing the fund to approximately \$700,000.

The fund stood at \$1,250,000 before the 3½-week strike began.

The benefit drain proved less than the \$200,000 a week originally envisioned, Perlik said, because the suspended papers did not lay off all Guild members, because many members did not apply for or qualify for benefits, and because the Herald Tribune

resumed publication after 10 days.

The IEB Finance Committee, in its report to the board, said the two assessments plus regular per-capita payments will yield the Defense Fund a total of \$305,000 by the end of December, putting it back over the million-dollar mark barring further emergencies.

The board authorized a loan of \$189,000 from the Defense Fund to the International Union of Electrical Workers to be used toward financing the IUE's new computer, now being used to address the Guild Reporter.

The interest-free loan will be repaid over six years.

It is expected that the computer will also be used for other Guild office tasks, Perlik said.

The board also approved payment from the Defense Fund of half the cost of the arbitration arising from settlement of the Washington Guild's strike against the Baltimore Sun last spring. A decision is due in December on the issues of union security and

wages. The arbitration cost is expected to exceed \$10,000.

The IEB approved contributions of \$100 to the District of Columbia United Givers Fund, \$50 to a Christmas fund for printing-trades unionists on strike against the Kingsport (Tenn.) Press, and \$50 to the Jack K. Burness Memorial Award, a scholarship fund in memory of a Washington Guildsman.

The board approved a third-quarter budget of \$152,890.50.

L.A. Initiation Top Increased To \$10

Los Angeles, Calif.—Members of the Los Angeles Guild have voted to increase the schedule of local initiation fees to \$10 at the top.

The increase was approved by 269 to 106 in a membership referendum. It will double the old \$5 fee for new members earning \$50 or more a week and raise the fee for others from \$3 to \$5.

Editorial

Autopsy In Indianapolis

The obituary announcements of deceased newspapers refer, with almost ritualistic regularity, to high labor costs as one of the principal causes of death.

The Indianapolis Times, in suspending publication last week, proved no exception. Scripps-Howard, which has become practiced at such things, cited "expanding payroll and production costs."

An autopsy of the Times' payroll suggests another answer, however. It suggests that the Times succumbed to malnutrition rather than gout.

It is difficult to draw any other conclusion, at least as far as Guild jobs are concerned. Consider the following:

The Times' top minimum for reporters and photographers was \$133, close to the bottom of the Guild-contract list and \$7 below the rival Indianapolis Star and News, which is still among the living and doing nicely, thank you. Wire-service newsmen in Indianapolis earn \$39 more.

The Times is also near the bottom of the top-minimum list for clerks, who earn \$66.50; district managers, who earn \$103; classified salesmen, at \$105.50; telephone operators, at \$72.50; display salesmen, at \$133; stenographers, at \$66.50, and classified solicitors, at \$81.

In only one of these classifications was the Times minimum higher than that at the Star and News.

The Times' starting minimum for reporters was only \$73—lower than the copy-boy top at 21 Guild papers, including that in nearby Hammond.

The reporter top of \$133 was from \$10.25 to \$12 lower than the scale for the Times' mechanical employees—who, in addition, worked a 37½-hour week instead of the Guild's 40.

How can a paper that undertakes to pay the men who write its news almost 15 percent less than the men who set it expect to survive?

Liebling's Law

The late critic A. J. Liebling long ago pointed out that in press reports of labor-management relations there is a law that confines the use of some words to one side and some to the other.

"Management offers, the union demands," was the way he put it.

That Liebling's Law operates in other areas than collective bargaining is illustrated by the cutlines in a recent Look magazine article on Detroit's Mayor Jerome P. Cavanagh (the italics are ours):

"Selling is an important part of the Cavanagh crusade," Look writes. "To get the United Auto Workers to help underwrite a housing project for elderly workers, the Mayor negotiates with UAW boss Walter Reuther. He meets with Ford, General Motors and Chrysler executives to ask auto industry participation in an automotive exhibition. . . ."

See how it works? The mayor must bargain with the union for its help, but it need only ask management.

There's another variation at work here, also.

Management men are executives; union leaders are bosses.

That's part of Liebling's Law, too, and we're sure he would be amused to learn how scrupulously it is still being observed.

The Guild Reporter

ELLIS T. BAKER, Editor

and
Director of Research & Information

DAVID J. EISEN, Associate Editor

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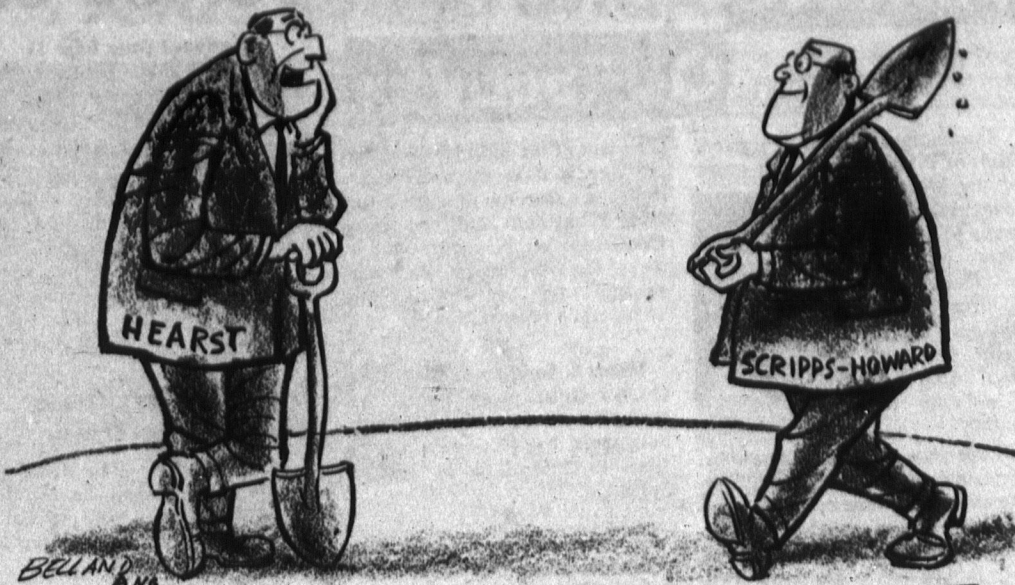
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'Buried Any Good Newspapers Lately?'



DATELINE: WASHINGTON

Labor Legislation Awaiting Action in 2nd Session

By WILLARD SHELTON, Washington Guild



A chastened President Johnson, acknowledging that his recuperation from surgery was taking longer than he thought, prepared for a period of rest at the LBJ Ranch as the first session of the 89th Congress neared its close. The President for the next few weeks may do only the "minimal" work the office requires, White House Press Secretary Bill D. Moyers candidly told Bill Lawrence of the American Broadcasting Co.

Nothing, of course, can detract from the almost unparalleled record of Congress. Conversely, nothing can detract from the personal contribution of the President in wheeling, coaxing, lobbying and persuading his enormous Democratic congressional majorities to act now, rather than later, in building that record.

The Voting Rights Act of 1965 is an example. The President produced this legislation substantially by taking his demand for it directly to the people. There is impatience in some circles that only a handful of federal registrars have been sent into the Southern states, but the law is on the statute books and its application is certain to become more and more broad, incisive and persistent.

Take immigration reform. It has been a stated article of the liberal faith for more than 30 years that in the national-origins quota system approved by Congress in 1924 this country was acting meanly and in contradiction of the basic doctrine that all men are created equal. Presidents Truman, Eisenhower and Kennedy asked that the immigration laws be reformed.

It took the 89th Congress, and the floor leadership of young Sen. Edward Kennedy, to produce Senate passage of an actual reform bill.

Take medicare. Rep. Wilbur D. Mills, an Arkansas Democrat, has never previously been willing to send a medicare bill to the House floor for a vote. But the composition of Congress changed, and so did Mills.

He and his Ways and Means Committee majority reached agreement on the medicare principle, picked up some suggestions offered as a "constructive Repub-

lican alternative" by Rep. John D. Byrnes of Wisconsin, and both House and Senate passed the package proposal, along with some useful general social-security amendments.

Take school aid, a tired horse beaten around for 20 years. Here the White House made a direct contribution, for the bill came out with proposed funds at least three times as large as any President previously had dared propose, and the target-choice was bold—to reach primarily the children of the poor. The bill went through.

Take the poverty program. It is subject to abuses, as anyone can note by reading a newspaper, but it also has validity. Congress voted about twice as much money to implement the expanding program as Mr. Johnson had requested.

A sour note was struck near the end of the session when Sen. Everett McKinley Dirksen of Illinois, the GOP floor leader, successfully filibustered a motion to take up repeal of the anti-union-shop clause of the Taft-Hartley Act, Section 14(b). Still, all the advantages lie with the determined operators of a filibuster late in a session—and Dirksen was nothing if not determined.

The record of the 89th Congress otherwise includes these constructive measures:

A new Appalachia program and a parallel broad-scale program of general regional development; new or expanded programs on water and air pollution; approval of the new Department of Housing that the 88th Congress refused the late President Kennedy; excise-tax re-

ductions and the insertion of a new federal concern for the arts and sciences; new housing and farm programs; a foreign-aid bill that in its underlying presumptions promises a full-scale review of foreign aid in the near future; the development of rapid-transit programs.

Nothing developed during the Kennedy years was thrown away: There was merely correction or expansion or both, as in the manpower-training amendments.

The word is out that the second-session meeting in January may be short and undramatic. There is nothing wrong with this, per se, except Congress and the Administration should be reminded that repeal of 14(b) is still pending.

So are minimum-wage-law improvements approved by the House Labor Committee and great improvements in the unemployment-compensation system, on which the House Ways and Means Committee has completed hearings.

Guild Files For Unit At Hudson Dispatch

Union City, N.J.—The Hudson County Guild is seeking to represent 54 editorial employees of the Hudson Dispatch, a 68,000-circulation morning daily.

A representation petition was filed with the National Labor Relations Board Oct. 18 by International Representative Edna Berger, who has been assigned to the organizing campaign.

The Hudson County Guild currently represents employees of the Jersey Journal in Jersey City.

Los Angeles Guild Absolved Of Herald-Examiner Charge

Los Angeles, Calif.—The National Labor Relations Board's regional office has rejected a Los Angeles Herald-Examiner charge that the Guild refused to bargain over a time limit for filing grievances.

Regional Director Ralph E. Kennedy, in dismissing the Herald charge, said there was "insufficient evidence" of a violation in the dispute over a contract clause requir-

ing the negotiation of a time limit on grievance procedure.

The Los Angeles Guild's representative assembly has offered to accept a 90-day limit on the filing of discharge or disciplinary grievances but has proposed a one-year limit for other grievances. The Examiner, which has demanded a uniform 90-day limit, rejected the offer.