

Perth Amboy News Expels Scabs, Signs Pact

Daily Rehires Printers To Reopen Plant

Perth Amboy, N.J.—The Perth Amboy Evening News resumed publication Nov. 29 after dismissing a crew of imported strikebreakers and rehiring 52 printers fired in an unsuccessful attempt to break the Typographical Union.

The News, which had testified in court that it hired the strikebreakers on a recommendation by the New Jersey Publishers' Bureau, negotiated a new contract with the printers after picket lines backed up by the North Jersey Guild and other unions forced it to suspend publication.

Richard Brown, international representative of the International Typographical Union, said it was the first time the ITU had ever succeeded in forcing the ouster of professional strikebreakers.

Management, which had earlier refused to resume negotiations, declaring the printers were "through," made an abrupt about-face Nov. 26. It sat down with the printers and a state mediator and reached agreement with the union in a single day's bargaining.

Two days earlier, Superior Court Judge David G. Furman, while issuing an injunction limiting pickets to ten at each of the plant's nine entrances, told the News it came into court "with unclean hands" in view of an admission that it hired the strikebreakers nine days before breaking off talks with the printers.

He urged the publisher to resume negotiations.

At the injunction hearing, John Burk, the News's business manager, testified that he hired David R. Lee, head of the strikebreaking operation, on the recommendation of David Winkworth, manager of the New Jersey Publishers' Bureau, and John E. Heselden, publisher of the Plainfield Courier-News.

Heselden later denied Burk's statement, declaring that he didn't know Lee, who the ITU Review said was a veteran of strikebreaking activities in Portland, Ore., Concord, N.H., and numerous other cities.

Several of the 30 strikebreakers recruited for the News came from

BULLETIN

Hollywood, Calif. — Editorial employees of the jointly owned Hollywood Citizen-News and the Valley Times in North Hollywood voted 46 to 9 for the Los Angeles Guild in a National Labor Relations Board election Dec. 8. The election consolidates a Guild unit of 26 at the Times with an existing unit of 34 at the Citizen-News.

Baltimore Arbitrators Award Partial Guild Shop, \$15 Raise

Baltimore, Md. — A modified Guild shop and two-year wage increases ranging from \$10 to \$15 were awarded last week by an arbitration panel named to settle the major issues in last spring's strike against the Baltimore Sun-papers.

The award provides maintenance of membership and a Guild shop for seven out of ten employees. It provides a \$15 raise in top minimums for reporters, photographers, copyreaders and

other key editorial employees, \$11 increases in all other top minimums, and a \$10 increase in step-up minimums.

Harris Monroe, administrative officer of the Washington Guild, termed the award "disappointing in terms of what we had hoped to accomplish."

"The important lesson to be learned here," he said in a unit bulletin, "is that you can't win through arbitration anything that you can't win on the bricks."

The Guild's last proposal during the strike was for a nine-out-of-10 Guild shop and increases ranging from \$12 to \$22. The company had offered from \$8 to \$10 and rejected any union security.

"If there is a cheerful side to the award," Monroe said, "I believe it lies in the fact that the arbitrators, however grudgingly, have opened the door to eventual achievement of our big goals—the

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The GUILD REPORTER

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Agreement At N.Y. News Averts Strike By Minutes

\$210 Won At Washington Star

BULLETIN

A top minimum of \$210 for reporters and display salesmen, the highest in any Guild contract, was won in a three-year settlement at the Washington Star Dec. 8 after a unanimous strike vote.

The breakthrough minimum, achieved in a 3 a.m. settlement three hours after expiration of the old contract, will be reached in six \$5 steps. A new flat minimum of \$246 for top desk classifications, the highest of its kind, was also won.

Maintenance of membership and a seven-out-of-10 Guild shop for new employees were gained for the first time in a Star contract.

The agreement provides for an \$18 general increase in six \$3 steps, with approximately 100 reclassifications giving additional increases of up to \$26.25. They include a reclassification raising artists \$37.75 to the reporter level.

Other gains include an automation clause guaranteeing the use of Guild personnel in the Star's data-processing center in proportion to the amount of Guild work processed, a \$3-a-month increase in the Star's health-insurance contribution and a six-week increase in the severance pay ceiling, to 52 weeks.

(Complete details will appear in the next issue of the Guild Reporter.)

Pact Provides \$200 Wage, Job Security

New York City—A settlement providing a \$200 top minimum for reporters and advertising salesmen, automation and jurisdiction protection, improved union security and a pension study averted a Guild strike at the New York Daily News by 15 minutes Nov. 26.

The agreement, reached during an hour's extension of a 6 p.m. strike deadline, matched the Guild's New York Times settlement in most respects, although Thomas J. Murphy, the Guild's executive vice president, voiced disappointment that it did not match Times provisions on the Guild shop.

The settlement averted a threatened blackout of the city's newspapers. The Times, Journal-American, World-Telegram & Sun and Long Island Star-Journal had indicated they would shut down if the News were struck.

First \$200 Top Goes Into Effect . . . Page 3

Wage increases averaging \$12 will send the reporter-ad salesman top to \$191.75, retroactive to March 31 and to \$200 next March 31. A new desk classification will have a top of \$200 in the first year and \$215 in the second—a \$31.15 raise.

In addition, the contract contains an automation clause somewhat stronger than that at the Times, providing full protection against dismissals for all employees who have completed their trial periods. It also protects the Guild against a reduction in its jurisdiction.

The News agreed to a joint pension study in which ANG pension consultant Joseph H. Daoust will participate. The Guild agreed that the cost of any resulting joint pension plan will not exceed that of the News's present unilateral plan.

The previous nine-out-of-ten

(Continued on Page 6)



Puerto Rico Guild Photo by Ray Castillon
Sons and daughters of El Mundo Guildsmen mime no words—written or spoken—on the picket line. Reads one sign, "Strike against El Mundo because we want a more decent life."

Negotiations Move Slowly At El Mundo

San Juan, P.R.—Slow bargaining progress was reported this week in the Puerto Rico Guild's strike for an initial mechanical contract at El Mundo, San Juan's largest newspaper.

Intensive bargaining sessions Dec. 6, 7 and 8 produced agreement on only minor issues. The company increased its wage offer to \$1.92 an hour at the key minimum, journeyman printer. The Guild was asking \$2, 30 percent more than some employees are earning.

Meetings are taking place with the assistance of a Puerto Rico Labor Department conciliator.

The shutdown started Nov. 16, when the 140-member mechanical unit struck after months of bargaining for a new contract. The Guild's editorial and commercial units, which already have con-

(Continued on Page 4)

Santa Clause

New York City—Santa Claus will have to join the Guild.

The New York Local's new contract with the Daily News brings all temporary employees under full contract coverage, including Guild-shop provisions.

The new clause will require the News's Santa Claus, who is stationed in the building lobby to collect gifts for needy children at Christmas time, to get a Guild card.

A job description is being worked out.



Guild Goes To The Fair

AMERICAN NEWSPAPER GUILD

THE Seattle-Tacoma Guild was represented with its own exhibit table at Seattle's fall Job Fair, held to encourage the employment of minority groups.

At the table (above), Donald K. Smith, sports reporter for the Seattle Times and a member of the local executive board, hands a copy of the Guild's "Careers for Negroes on Newspapers" pamphlet to a visitor, Mrs. Bernice Frazier, while Ken Fleming, past president of the local and administrative assistant to the AFL-CIO Washington State Labor Council, looks on.

The Guild exhibit included a blowup (at right) of the "Careers" pamphlet to a visitor, Mrs. Heywood Brown clause, which bars discrimination "by reason of age, sex, race, national origin, religion or political conviction."

It was prepared by George Lambert, local administrative secretary, who was instrumental in arranging union participation in the fair. Lambert is a member of the executive board of the King County Labor Council, AFL-CIO.



The Heywood Brown Clause

As long as it has been in existence, the American Newspaper Guild has been a force for progress in the newspaper industry. The Guild's Constitution and Bylaws are designed to protect the rights of its members and to promote the interests of the newspaper industry as a whole.

This working is practically unchanged from that originally adopted at the 1954 convention in Cleveland, two years after the Guild was founded.

The clause is known as the Heywood Brown clause, because the Guild's founder and first president was eager from the start that it should be included in the Constitution.

Mass-Strike Call Brings Oil Pact In British Columbia

Vancouver, B.C.—The threat of a general strike by British Columbia unions last month brought an 11th-hour settlement of a bitter dispute between the Oil, Chemical and Atomic Workers and six major oil companies.

The British Columbia Federation of Labor had called for a two-day demonstration of "support and solidarity" for the Oil Workers following a meeting attended by 300 representatives of British Columbia unions, including the Vancouver-New Westminster Guild.

The Oil Workers and the companies accepted a settlement formula proposed by Premier W. A. C. Bennett, who had said a general strike "would not be tolerated." It provides for limited job protection against automation and wage increases of 35 cents an hour over two years.

The union had been on strike against two oil companies and was prepared to strike the others at midnight Nov. 24. The general strike was timed for the same hour.

The federation, stung by repressive provincial labor laws that make striking and other union actions difficult, called a meeting Nov. 15 to take action in support of the striking oil workers and in protest against the restrictive laws.

Unions representing 92 percent of British Columbia labor, including several outside the Canadian Labor Congress, participated in the session. The Vancouver-New Westminster Guild was represented by William H. McLeeman, its executive secretary.

Following the meeting, Pat O'Neal, the federation's secretary-treasurer, wrote affiliates requesting all unions to "discontinue, using petroleum products for a period of 48 hours" starting at midnight Nov. 24 and asking "unions not directly involved in the use of petroleum products" to "withdraw their services for the same 48-hour period as a token of support and solidarity."

On the eve of the general strike, which would have been illegal under British Columbia law, the Guild and other newspaper unions at the Vancouver Sun and Province held a mass membership meeting to discuss a plan of action.

U.S. Gives Up Attempts To Jail Whitman

The Justice Department last week dropped its ten-year-old attempt to convict New York Times Guildman Alden Whitman of contempt of the Senate Internal Security Subcommittee.

The department moved to dismiss the charge Nov. 29 after two unsuccessful efforts to sustain convictions.

Whitman was cited for contempt in 1956 for refusing to tell the subcommittee the names of fellow members of the Communist Party. Whitman testified that he had belonged to the party from 1935 to 1948.

The first conviction was reversed by the Supreme Court because of a defect in the indictment. The second, which resulted in a sentence of 10 days' probation, was set aside on the ground Whitman's subpoena had been issued irregularly.

ROBERT FRANKLIN
Wire Service Guild

Guild Protests New Teletype Work At UPI

Oklahoma City, Okla.—The introduction of a new system that complicates the punching of wire copy by newsmen in United Press International bureaus throughout the country is a violation of UPI's Guild contract, the Wire Service Guild charged this week.

A grievance filed here Dec. 6 by Local President Harry Culver, a newsmen in UPI's Oklahoma City Bureau, charges that the system violates a contract ban against justification of lines by newsmen and another barring speedups. It also contends that the procedure is a new job duty not contemplated in bargaining.

Under the new system, a newsmen punching a Teletype machine in a UPI bureau uses a code that gives instructions to a computer in New York. The computer converts the upper-case copy to upper-lower-case and produces a hyphenated, justified tape for Teletype use.

Local Administrator Raymond A. Mann is meeting with UPI officials in New York to see if the matter can be resolved without arbitration.

The Commercial Telegraphers' Union, whose members are also affected by the new system, has also filed a grievance, Culver said.

Guild Officers To Join Telegraphers' Talks

New York City—The Wire Service Guild will take part in negotiations between United Press International and the Commercial Telegraphers' Union in January in response to an invitation from the CTU.

The Guild will be represented by Administrator Raymond A. Mann and President Harry Culver, who will be armed with an executive-committee pledge of its "full support and resources."

The CTU participated in Guild contract negotiations early this year and had pledged its support in the event of a strike against UPI.

In its pledge, the Guild executive committee said it would "assist the CTU in the same spirit of co-operation that the CTU assisted the Guild in last spring's Guild-UPU negotiations."

Meanwhile, the Guild is making plans for a negotiations-strategy conference next spring to prepare for contract talks with AP and UPI at the end of the year.

81st Antiscab Law Enacted On Coast

Sunnyvale, Calif.—This San Jose suburb has become the nation's 81st municipality and the eighth in California to ban the importation of professional strikebreakers.

The antistrikebreaking ordinance was enacted by a 4-to-3 City Council vote despite a vigorous campaign against it by business interests.

Green-Letter Day In Washington

\$200 Top Minimum Reaches 1st Guild Pay Envelope

THE Guild's first \$200-a-week top minimum for reporters and advertising salesmen went into effect at the Washington Post Dec. 1, fulfilling an ANG goal set eight years ago.

The initial breakthrough was achieved in bargaining at the Post a year ago. Since then, \$200 minimums have been negotiated for reporters and ad salesmen on two other papers, the New York Times and—only two weeks ago—the New York Daily News, both effective next March 31.

Since then, too, the Guild has raised its sights, increasing its national wage goal to \$270 last July to keep step with increases in productivity and the cost of living.

The \$200 goal was fixed at the Guild's 1957 Convention, superseding earlier goals of \$150 set in 1953 and \$100 established in 1946. But significant progress toward the goal was not made until after a 1962 Wage Conference.

The average reporter top minimum on daily newspapers of general circulation has increased from \$115.64 in 1957 to \$149.35 today, an increase of \$33.71. In the past nine months it has risen \$4.29, over \$1 more than it had climbed in the preceding 11 months.

The average minimum per employee is considerably higher because the highest minimums are in the largest units.

The Post breakthrough was realized by a \$20 increase over two years. Past on its heels came a \$27.40 increase at the Washington Daily News, lifting the reporter top to within \$5 of the \$200 mark effective next June 1.

Top minimums of \$200 were negotiated as part of the New York Times strike settlement in October and in an agreement that averted a strike at the New York Daily News last month.

HIGHER minimums have been achieved for copywriters and deskmen in both Washington and New York. Deskmen at the Post went to \$230 Dec. 1, the highest such minimum in any Guild contract.

Deskmens at the New York Times and Daily News will go to \$215 next March 31, while those at the Washington Star have been re-siving \$211.75 under a contract that expired Dec. 7.

But Guild magazine contracts continue to give writers and photographers minimums even higher

than these desk figures. A \$240 top for writers and photographers went into effect at Time a year ago, and a \$225.50 top went into effect at Newsweek Dec. 1.

One Guild contract—at Standard & Poor's, financial news agency—provides a \$263 top for an assistant manager's classification.

Top minimums for the Guild's other key category—circulation district managers—are still far short of even the \$200 goal. The highest, \$178.30, will go into effect March 31 as part of the New York Times settlement. The next closest, \$164.20, will take effect the same date at the Daily News.

Starting minimums have also lagged. The highest, again, is at the Times, where starting reporters and ad salesmen will go to \$135.25 next year. Only 26 other contracts provide a minimum of \$100 or more.

The Guild's 1965 Convention, declaring the old goals of \$200 for key classifications and \$100 for all adult employees outmoded by price and productivity increases, raised the goals to \$270 and \$135, respectively.

That leaves \$70 to go.

Hearst Books Cited By Antitrust Chief

Data produced by the Hearst Corp. indicated that even a merged Hearst operation in San Francisco would have continued to be a failing enterprise had it not been combined with the San Francisco Chronicle, according to Asst. Atty. Gen. Donald F. Turner.

Turner, head of the Justice Department's Antitrust Division, gave this explanation to ANG representatives at a Dec. 3 meeting requested by the Guild to urge that the Justice Department move to undo the San Francisco consolidation before it is too late.

Turner reiterated that the consolidation is under continuing review and that the department's decision not to challenge it is subject to reconsideration in the light of future court decisions, noting that a government suit is pending against a similar joint-production arrangement in Tucson.

Turner said it is still possible for the Justice Department to require the Hearst and the Chronicle to undo the consolidation. But he conceded that it would be difficult to separate their merged Sunday paper or to sever the joint-printing arrangement once a new combined plant is completed.

The meeting in Turner's office had been requested by ANG Executive Vice President William J. Farson in mid-September to de-

mand that the Justice Department act in San Francisco. In addition to Farson, the meeting was attended by ANG counsel Irving Leichter, Thomas E. Harris, associate general counsel of the AFL-CIO, and Gordon Spivack, the department's chief of field operations.

Turner conceded that, while the Justice Department had examined Hearst financial data carefully and to its satisfaction, it had not conducted an independent audit.

Spivack said Hearst had included a letter from a broker who said he had been unable to find a buyer for the chain's San Francisco Examiner and News Call Bulletin.

The Guild has proposed legislation that would require a waiting period before a newspaper could merge with a competitor, so that a third party would have an opportunity to purchase the paper at a fair market value and keep it in operation.

The two Hearst papers were merged in September and combined with the Chronicle in a joint-production arrangement covering all departments but editorial. A total of 377 Guild-covered employees have been discharged thus far, the latest a circulation phone-room supervisor dismissed effective Dec. 13.

Look Editor Daniel Mich Dies; Madison Founder

New York City—Daniel D. Mich, first president of the Madison Guild who later became editor of Look magazine, died last month at 62.

Mich, who was vice president of Cowles Publications as well as the head of Look's editorial operations, helped organize the Madison Guild in 1934. He was a delegate to ANG's first convention in Washington the preceding year.

Mich was named "Outstanding Magazine Editor of 1963" by the Society of Magazine Writers. He had also been cited by Wisconsin University for distinguished service to journalism.

In 1958 Minnesota Gov. Orville Freeman honored Mich by naming a lake after him. Mich was born in Minneapolis.

Before going to the Wisconsin State Journal he was managing editor of the Muscatine (Iowa) Journal.



Boston Guild Photo by John Connolly
HERALD-TRAVELER PACT: Joseph Downey, left, president of the Boston Guild, and George Akerson, publisher of the Herald-Traveler, put their signatures on new two-year contract negotiated after almost a year of bargaining (GR, Oct. 22). Others, left to right, are William McCarthy, negotiating committeeman; Stanley Eames, past union chairman; John Wyse, vice chairman; Barbara Harvey, local secretary; and John Thompson, past president.

\$8 Settlement At Record-American Matches Herald-Traveler Package

Boston, Mass.—An \$8 wage-pension package has been negotiated in a new two-year contract at the Boston Record-American, matching that won at the Boston Herald-Traveler. Inequity increases will raise some minimums by as much as \$12.25.

The contract provides for a \$3.25 across-the-board increase retroactive to Jan. 3 and a \$4 increase the second year. An additional 75 cents the first year will go into pensions, increasing the publisher's contribution to \$3.75 a week.

Increases of \$7.25 will raise the top minimum for advertising solicitors to \$166.25 in the second year. Increases of \$6.25 the first year and \$6 the second will send the top for outside classified solicitors to \$144.75, circulators and head bookkeepers to \$163.50, and inside classified solicitors to \$110.25.

The contract provides for 120 days' notice to the Guild of new processes or equipment, with the

publisher and the Guild to meet on resulting staff effects. Differences are ultimately resolvable by arbitration.

Arbitration, involving other unions, if necessary, is also provided for disagreements over jurisdiction under a new clause that safeguards the Guild's jurisdiction over work presently performed within the unit and new or additional work of the same type.

The mileage allowance is increased from 9 cents to 11.

Minimums Up \$6-\$8.50 At Haverhill Gazette

Haverhill, Mass.—Increases in minimums ranging from \$6 to \$8.50, a dues checkoff, improved medical insurance and a higher severance-pay ceiling have been won in a new two-year contract between the Boston Guild and the Haverhill Gazette.

The agreement raises the top minimum for reporters, photog-

raphers and display-advertising salesmen \$4 the first year and \$4.50 the second, to \$132.50.

The highest minimum, for assistant city and state editors, sports editor and bureau chief, rises \$4 each year, to \$142, while that for society writer rises \$4 each year, to \$101.50. The top minimum for telephone operators rises \$3 and \$3.50 to \$85, and for maintenance employees, \$3 each year, to \$90.

An improved medical-surgical plan with a master-medical clause will add an estimated \$1 a week per employee to the money package. The publisher bears the full cost of the program for both employees and their families.

Severance pay, formerly one week's pay per year of service with a five-week ceiling, will be one week's pay for each six months' service for the first two years and one week per year thereafter, with a ceiling of 14 weeks.

Checkoff Cited On Dues Cards

New ANG membership cards bearing the legend "monthly dues paid by payroll deduction" are being mailed to locals representing nearly three-fourths of the Guild's members.

ANG is preprinting the cards for the first time to save locals with members on checkoff the task of stamping the cards by hand.

Of the Guild's 164 newspaper and wire-service contracts, 106 now contain dues-checkoff clauses.

The standard card is being provided for locals that prefer them or that collect dues directly from members.

IT SEEMS TO US

Election Analysis Held Unoriginal, Inaccurate

MINNEAPOLIS, MINN.
Editor:

Have you really nothing better with which to fill space than Willard Shelton's propaganda?

His election analysis (Nov. 12) contained nothing accurate the daily press pundits had not said better and more quickly. As for his inaccuracies—how can anyone deduce that "the country, from all indications, went Democratic again" from only scattered may-

By ANG Convention action, letters shall be limited to 300 words and shall state that and subjects detrimental to the Guild. Members subjected to personal attack shall be given opportunity to reply in the same issue, but publication of either attack or reply shall not be delayed longer than one issue.

The clause is known as the Heywood Brown clause, because the Guild's founder and first president was eager from the start that it should be included in the Constitution.

ROBERT FRANKLIN
Wire Service Guild

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Eisenberg Advanced For Service Award

Joseph Eisenberg, chairman of the Guild's New York Times Unit during its 25-day strike this fall, has been nominated for ANG's 1966 Guild Service Award.

Eisenberg, whose nomination is the first to be reported for the 1966 award, was advanced unanimously by the New York Guild's executive board. As unit chairman and a member of the executive board, he supervised strike operations while serving as a key member of the negotiating committee.

Nominations for the award, given annually for outstanding service at the local-union level, will be open until Feb. 1.

The winner, to be selected by

Guild Outlines Overseas Role

ANG's role in international affairs was described for 1,250 participants in the White House Conference on International Cooperation Nov. 28 through Dec. 1. Executive Vice President William J. Farson, Secretary-Treasurer Charles A. Perlik, Jr., and International Affairs Director Richard P. Davis represented the Guild at the conference.

"The Guild has long believed that one of the best ways to insure freedom of the press is to have responsible, economically secure newspapermen, and one of the best ways to insure this is to have strong democratic organizations of newsmen," a brochure for the conference's labor committee declared.

The brochure described the Guild's activities in the International Federation of Journalists and the Inter-American Federation of Working Newspapermen's Organizations.

Slow Progress Made In Talks At El Mundo

(Continued from Page 1)

tracts, joined the picket line after the paper suspended publication. The company has filed a charge with the Puerto Rico Labor Department alleging that the Guild had violated no-strike clauses in the existing agreements covering editorial and commercial departments. The Guild reacted with a countercharge that the company

a panel of judges during the International Executive Board's February meeting, will receive a scholarship of up to \$1,000 for a course of trade-union education.

Formal notice of the contest, together with the rules, has been sent to local presidents by Research and Information Director Ellis T. Baker.

Noting that the purpose of the award is "to recognize and encourage the development of local Guild leadership," Baker termed it "as important to the Guild as its better-known counterpart, the Heywood Brown Award for journalistic achievement."

But unlike the Brown Award, Baker pointed out, "individuals may not nominate themselves" for the honor. "They must be nominated by either the local executive board or the local representative assembly," he said, urging locals to start thinking about candidates immediately.

The contest's 1964 and 1965 winners attended a three-week residential course at the United Automobile Workers' Leadership Studies Center in Detroit.

This course is expected to be available again next year. Baker reported, as will a three-month course sponsored by the United Steelworkers at the University of Indiana, an eight-week course at the Labour College of Canada at the University of Montreal, and a three-month one at Harvard University.

Local officers and others holding responsible local positions such as stewards and committeemen—but not paid officials or employees—are eligible for the award; in special circumstances, consideration may be given to members expected to assume such office.

had violated no-lockout provisions of the contract with its suspension. Labor Department investigators were taking testimony this week on a company claim that "coercive" picketing had taken place, but the company has withdrawn earlier charges of failure to bargain in good faith, failure to serve notice that a strike was imminent, and inducing construction workers to halt work on a new El Mundo plant.

The Guild has withdrawn a Labor Department petition to represent 14 photoengravers employed by a subsidiary of El Mundo and has filed a new petition with the National Labor Relations Board seeking an enlarged residual unit of previously unorganized employees.

It includes job-shop employees, air-conditioning mechanics, maintenance employees and several clerical workers, as well as the engravers.

The company has made no attempt to publish in the face of a strong show of support by unions affiliated with the San Juan Central Labor Council.

While several Guild locals have sent strike contributions, the Puerto Rico Guild, its treasury empty, reports that more are urgently needed. The New York Guild sent \$500 as soon as it reached an agreement with the New York News, averting a strike crisis of its own.



A squad of El Mundo pickets keeps Guild strike headquarters informed by walkie-talkie.



A sound truck cruises San Juan to tell the Guild's story.



Coffee is served to weary pickets on the most available tray—a picket sign.

Picketing

—Puerto Rican Style

Puerto Rico Guild Photos by Roberto Mora Mena and Ray Castellon



A line of winsome señoritas helps drive home the strikers' point.



This picket engages in a triple play on words to say, "Without us, El Mundo (The World) is mute."

Burgess, Guild's First Martyr In Hearst Battle, Dies At 74

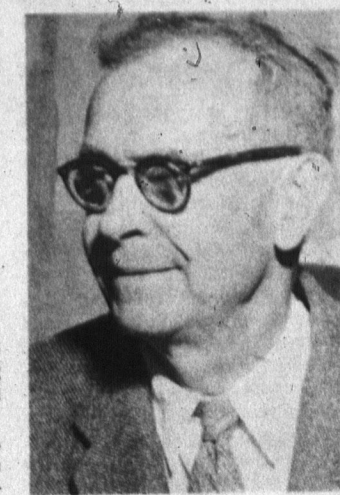
Palo Alto, Calif.—Robert Louis Burgess, known as the Guild's first martyr following his discharge for union activities at Hearst's San Francisco Examiner in 1934, died here Dec. 1 at 74.

Burgess, an editorial writer for the Examiner, was fired in April 1934 a week after being elected the first chairman of the Guild's Examiner Unit.

His dismissal on "economy" grounds on telephoned instructions from William Randolph Hearst's estate at San Simeon was the opening gun in Hearst's long and bitter battle with the Guild in San Francisco.

The "Burgess case" became a national issue and played a role in the Guild's fight to bring newsmen under the protection of the National Labor Code then being hammered out by the Roosevelt Administration.

Burgess's case was dismissed by the new National Labor Relations Board after much litigation because of lack of evidence, but the furor brought him to the attention of Secretary of Agriculture Henry Wallace, who offered him a public-relations position with the New Deal's Agricultural Adjustment Administration.



ROBERT LOUIS BURGESS

He remained with the Department of Agriculture until 1943, when he became labor editor of the San Francisco Chronicle.

He left the Chronicle in 1947 to become editor of the East Bay Labor Journal, official publication of the Alameda County Central Labor Council. In the 13 years before his retirement in 1960 he won both local and national recognition as a labor editor.

A lumber worker and farmhand from Georgia to Oregon in his youth, Burgess was educated in the classics by his father and taught himself Latin, Greek and German. He was the author of numerous published poems.

He became a reporter for the San Jose News in 1912, after attending the College of the Pacific for a year, and was promoted to city editor two years later. He went to the Examiner in 1927 after a year on the San Francisco Call.

Burgess, a delegate to the Guild's second national convention in St. Paul two months after his dismissal, told the convention in a featured address that he had joined the Guild because "there could be no neutrality—you have either got to go with the men or with the publishers."

"It was sweat and blood and tears, all right," he wrote 20 years later in the Bay Guildsman, the San Francisco-Oakland Guild's official publication. "But darned if we didn't make it. We just kept on plugging. And now those of us who went through it love the Guild with a love that is inexpressible in plain journalism."

AMONG



OURSELVES



Edwin W. Scott, former administrative officer of the Detroit Guild and an ex-ANG international vice president, has been named San Francisco regional director of the Federal Mediation and Conciliation Service.



Scott

Scott served as executive secretary of the Detroit Local for nine years before leaving in 1957 to establish a labor-counseling service. He had served as assistant city editor of the Detroit Times and as assistant prosecutor of Wayne County.

Milton Zatinsky, former education director for ANG, has been appointed to administer the federal government's antipoverty program in Middlesex County, N.J. Zatinsky has had a varied career during which he has served as a

Marshall Plan co-ordinator, investment consultant and college instructor. He was most recently assistant to the executive director of the Lower East Side Neighborhood Association, a job-training group in New York City.

New York Guildsman Eali R. Gonzales, a newsman for the Spanish-language daily El Diario, showed what investigative reporting means when he tracked down a subway-murder suspect and talked him into surrendering. An informant led Gonzales to the fugitive; Gonzales persuaded the suspect to turn himself in, and took him to the police station.

Mary Strassmeyer, treasurer of the Cleveland Guild's Plain Dealer Unit and unit chairman during the local's 1962-63 strike, has been promoted to society editor. Miss Strassmeyer is coauthor of "Sneakers," a syndicated cartoon for teen-agers. . . . The

Locals Urged To Attend COPE Area Conferences

Guild locals were urged last week to send representatives to the AFL-CIO Committee on Political Education's 1966-area conferences starting next month.

ANG Research and Information Director Ellis T. Baker, in a letter to local presidents, pointed out that the COPE conferences "are the kickoff of labor's political-action program" for next year's "crucial congressional elections."

Credential and registration forms for the 13 area conferences were sent to locals along with the letter. Following is the schedule:

Jan. 7 in Philadelphia for New Jersey and Pennsylvania; Jan. 17, Kansas City, for Missouri; Jan. 20, Atlanta, for Tennessee; Jan. 23, Washington, for the District of Columbia, Maryland, North

Carolina and Virginia; Feb. 5, Denver, for Colorado; Feb. 8, Seattle, for Washington, Montana and Oregon.

Feb. 11, San Francisco, for California and Hawaii; Feb. 25, Chicago, for Illinois, Indiana and Wisconsin; March 4, Houston, for Texas; March 8, Minneapolis, for Minnesota and Iowa; March 11, Detroit, for Michigan and Ohio; March 18, Albany, for New York, Maine and New Hampshire; March 21, Boston, for Massachusetts, Connecticut and Rhode Island.

COPE contributions aggregating \$123.50 by three Guild locals have increased ANG's total to \$471.50 of its \$3,050 quota for 1965. St. Louis gave \$106, Pawtucket contributed \$10, and Great Falls, \$7.50.



QUEEN ANGELA: German-born Angela Ottho, 18, crowned queen of the Vancouver-New Westminster Guild's sixth annual Page One Ball. She can be found in the Vancouver Sun library.

N.Y. News Unit Wins Settlement On Brink Of Strike

(Continued from Page 1)
Guild shop is improved to a 14-out-of-15 provision, and some 70 free riders who resigned from the Guild in 1947 under Taft-Hartley provisions will be required to rejoin. But 100 advertising salesmen will continue exempt, as will employees with service dating before the first Guild contract in 1938.

General wage increases, ranging from \$7.90 the first year and \$6.90 the second at the top to \$3.75 and \$2.85 at the bottom, will produce some of the highest top minimums in any Guild contract. They include the following: Circulation traveling representatives, \$164.20, up \$14.80; classified telephone solicitors, \$131.85, up \$10.45; classified outside salesmen, \$152.95, up \$12; clerks, \$105.15, up \$8; stenographers and telephone operators, \$112.35, up \$8.50.

The starting minimum for reporters and ad salesmen will go to \$122.95 in the second year, second only to that at the Times.

The settlement contains these other major gains:

- Removal of the ceiling on severance pay.
- A \$25,000 life-insurance policy covering employees on hazardous assignments.
- A one-hour increase in the night-differential period and conversion of the differential to a percentage basis at the end of the contract period to provide for automatic escalation as base pay rises.

- An increase in the mileage allowance from 9 cents to 10.

The settlement emerged from a

Settlement Averts Montreal Strike

Montreal, Que. — A tentative settlement was reached this week at the Montreal Star after a threatened Dec. 1 strike produced an improved company offer to delivery and maintenance employees represented by the Montreal Guild.

The agreement will be submitted to ratification Dec. 12.

hectic day of bargaining at Federal Mediation Service offices, with the Guild agreeing to a one-hour extension of the strike deadline only after the News gave ground on the Guild shop in the final minutes.

Murphy said the negotiating committee agreed to both the extension and the final settlement with reluctance.

Earlier Murphy sent a letter to the Times warning that suspension of publication by the Times in the event of a strike at the News would be regarded as a breach of the Guild's newly signed contract and that the Times would be held liable for all damages, including lost wages.

The New York City Publishers' Association had announced two days earlier that a strike at the News would "probably" bring a shutdown by other member papers, although it added that the decision would be subject to review at the "11th hour."

The Times reported that other publishers brought strong pressure on the News to avoid a strike.

Bargaining is continuing at the New York Post, Herald Tribune, Journal-American and World-Telegram in the wake of the News settlement. Murphy said Guild efforts would be concentrated at the Post and Tribune, leaving more difficult problems at the Journal and Telegram until later.

At the Journal and Telegram the Guild is demanding 65 days' notice of any merger. Reports of a merger of the two papers have been rife for more than six months.

The Gallagher Report, a media newsletter, has reported that the Herald Tribune is once again participating in the merger negotiations. The newsletter said merger will not take place until all Guild contracts are settled.

Elsewhere on the New York newspaper-bargaining front, the Publishers' Association and the Typographical Union met Dec. 1 on the problem of how to introduce automation but failed to close the gap between them. The union is asking for an au-



NEWS PICTURE: Thomas J. Murphy, executive vice president of the New York Guild, announces contract settlement with the Daily News five minutes after a 7 p.m. strike deadline, extended for an hour to allow time to wrap up the settlement.

tomation fund to provide increased retirement benefits, unemployment benefits and retraining for workers displaced by automation, as well as an agreement providing for staff reductions by attrition on a citywide rather than a shopwide basis.

The publishers refused to consider establishing a fund and insisted on a paper-by-paper attrition program. No date for another meeting was set.

Racing-Paper Settlement Follows N.Y. Pattern

New York City — A two-year contract providing the \$12 wage package and the same automation and jurisdiction clauses won

at the New York Times and Daily News has been negotiated between the New York Guild and the Morning Telegraph.

The settlement at the racing paper, which traditionally follows the pattern set at New York's major dailies, will raise salaries and minimums by \$15 at the top. It will bring the top minimums for reporters, photographers, deskmen, columnists, advertising solicitors and handicappers to \$194.35 in the second year.

The pay increases, retroactive to March 31, range down to \$7.50 at the bottom, producing a second-year top minimum of \$75.90 for copy boys and messengers. Upgradings will provide increases of as much as \$20 for sev-

eral of the unit's 75 members. As at the Times and News, night differentials will be switched to a percentage basis at the end of the contract period so that they will rise with increases in base pay. The period for payment of the differential will be extended by an hour.

Automation and jurisdiction clauses similar to those at the Times and News will protect present employees, as well as new and temporary employees who complete a year of service, against automation dismissals, and will protect the Guild against loss of jurisdiction as the result of agreements or work assignments negotiated with any other union.

walking the picket line, helped staff a joint strike headquarters with the printers, handled public relations, helped mobilize the support of other unions and worked to cancel subscriptions, discourage advertising and dry up news sources before the News suspended publication Nov. 20.

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Detroit, Mich. — The Detroit Guild's two major units, meeting on the eve of a threatened Teamsters' strike at the Detroit News, voted last month to honor any craft union's picket lines.

The Free Press Unit voted unanimously to honor all picket lines. The News Unit voted overwhelm-

ingly to observe picket lines when the local executive board determines that "concerted action is in the best interests of the Guild."

The Teamsters settled for a two-year wage-fringe package totaling more than \$12 on Nov. 28, a day before the deadline for a strike. The Stereotypers have settled for a similar package.

Other craft unions, including the Typographical Union, the Pressmen, the Photoengravers and the Paper Handlers, as well as the Guild, are still in negotiations.

Picket-Line Observers Get Assist In Toronto

Toronto, Ont. — The Toronto Guild executive last week voted to pay the full cost of continuing health-insurance benefits for members observing printers' picket lines at the Toronto Telegram.

The action will be subject to local referendum, however, as a result of a petition submitted by a group of Telegram employees.

The executive voted to bear the full premium cost after the Telegram announced it would stop paying the employer's share of hospitalization costs for Guild members who have been observing printers' picket lines for the past year and a half. The local has been paying the employer's share during that time out of the local defense fund.

Partial Guild Shop, \$10-\$15 Increases Awarded In Baltimore

(Continued from Page 1)
closing of the 'District Gap' [between wages paid in Washington and Baltimore] and the writing of a real union-security clause."

The panel, consisting of Dr. Otto F. Kraushaar, president of Goucher College; H. Raymond Cluster, a Baltimore attorney; and Francis X. Gallagher, counsel to the Baltimore Catholic Archdiocese, was named as part of the settlement that ended the 47-day Sunpapers strike.

Arbitration was proposed by the Guild after the Sunpapers had resumed publication of a curtailed paper following a return to work by many craft-union members who had previously respected Guild picket lines. The Guild won a checkoff as part of the settlement.

The arbitrators, who heard extensive testimony at hearings during the summer, said there was no evidence to support the Sunpapers' contention, in arguing against a Guild shop, that provisions of the ANG Constitution intruded on employees' "personal freedom."

The panel said the Guild's contention that many Sunpapers employees are reluctant to join because of fear that they will become "persona non grata" to management had "some support in the record." It said management's campaign against the Guild and its support of an independent union constituted "an obvious threat to the Guild's security."

The arbitrators said it was un-

likely that there would be "meaningful collective bargaining... unless the issue of the Guild's position as collective-bargaining agent is removed from the area of controversy."

They noted that "compulsory union membership is well-established and widespread in the newspaper industry" and "is prevalent at the Sun, where all-unions other than the Guild have the union shop or its equivalent."

The seven-out-of-10 Guild shop—one of the lowest modified union-shop ratios in any Guild contract—represents the same proportion of employees who voted for the Guild in the representation election initiated by management before this year's bargaining. The vote was cited by the panel.

The arbitrators said the 30-percent exemption should more than meet management's professed concern about employees who gather and edit the news being "completely free from any influences which might tend to affect their objectivity."

The Guild-shop clause provides an escape period for all members in the last seven days of the contract.

The arbitrators' \$15 wage award to key editorial employees—in installments of \$4 retroactive to June 4, \$4 Dec. 4, \$3.50 next June 4 and \$3.50 next Dec. 4—raises the reporter top minimum to \$165 and the minimum for editorial writers and cartoonists to \$185.

The panel, citing the Sun's position as "a quality newspaper," rejected management's contention that wage rates at the non-Guild Baltimore News American should be the standard of comparison for editorial employees.

"On the whole," the panel said, "the rates paid to these employees at the Sun are substantially below the rates paid to similar employees of quality newspapers in comparable cities."

"The cumulative effect of wage settlements over the years has been to lessen the economic advantage which they are entitled to enjoy."

But the arbitrators rejected the Guild's argument that Baltimore wages should be on a par with those in Washington, where the reporter top ranges to \$200, saying there was no reason "why Washington wage rates should be the controlling factor in Baltimore."

New top minimums resulting from the \$15 award include \$175 for make-up men and slot men and \$169 for copyreaders and rewrite men.

The \$11 raise in other top minimums—\$6 retroactive to June 4

and \$5 next June—will provide top minimums of \$157 for display salesmen, widening the gap with reporters. It provides new tops of \$133.75 for classified outside salesmen, \$97.75 for stenographers and telephone operators and \$88.75 for typists.

In addition to the dues check-off, the Guild won an automation-notice clause, a fourth week's vacation after 15 years, a 2-cent increase, to 12 cents, in the mileage allowance, bulletin-board rights and a fair-employment-practices clause as part of the strike settlement.

Hearst Lockout Held Legal; Appeals Set

A National Labor Relations Board examiner has held that Hearst's Baltimore News American did not violate the law by locking out its employees during the Guild's strike against the Baltimore Sunpapers.

The examiner, Thomas A. Ricci, said Hearst's lockout was legal on the grounds that the Teamsters' and Typographical unions had violated their joint contracts with the Sunpapers and the News American by observing

Guild picket lines at the Sunpapers. Ricci rejected the NLRB general counsel's contention that no-strike clauses in the unions' contracts were limited to grievances, constraining them to apply to picket-line observance, as well. And he held that the printers' and drivers' refusal to cross the picket lines was concerted union action rather than action by their members as individuals.

Attorneys for the Teamsters and the Typographical Union said they will appeal the finding to the full NLRB on the grounds that the refusal to cross picket lines was not a strike in violation of the contracts and that even if it was, the lockout was illegal because the News American has no contract with the Guild and thus had no economic interest in the Guild strike's outcome.

The examiner, while finding the lockout legal, rejected the Sunpapers' contention that the Guild's strike was illegal because the Washington Local failed to give notice of a labor dispute to the Maryland Labor Department, a requirement applying to unions with an existing contract.

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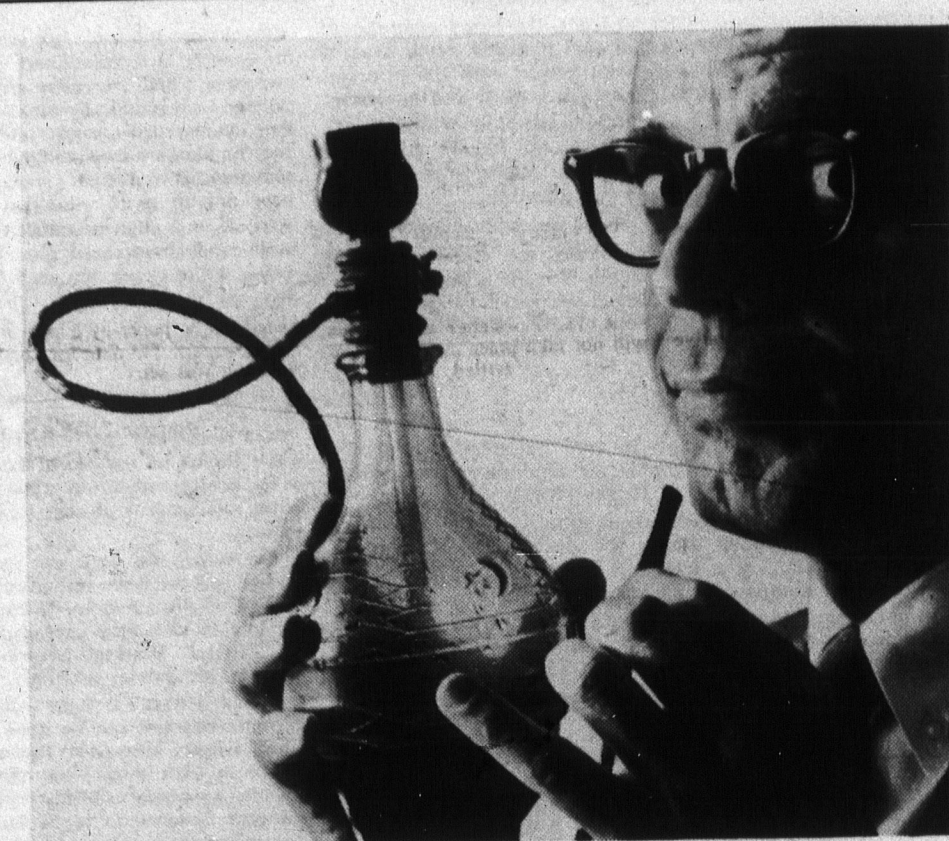
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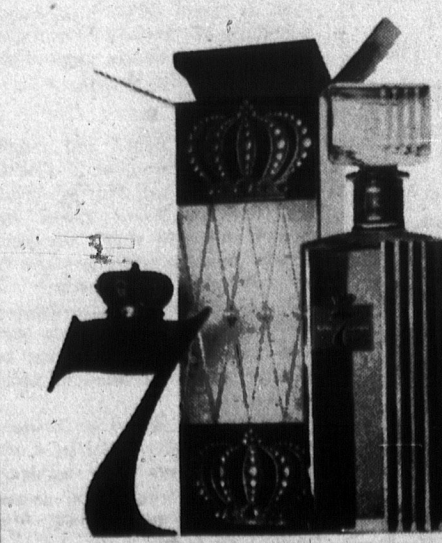
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Perth Amboy News Fires Strikebreakers, Rehires Printers

(Continued from Page 1)
Portland, Reno or Lima, Ohio, the scene of previous strikebreaking activities.

Burk said he had arranged to pay Lee \$250 a week plus ex-

penses to act as production manager. The ITU Review reported that the strikebreakers were receiving \$285 a week plus travel expenses and \$110 a week living expenses.



UNANIMOUS: North Jersey Guild pickets led by Barbara Finkelshtein, local president, join hundreds of other Perth Amboy unionists in telling the Evening News "All scabs must go!" A few days afterward, they did.

Burk, under cross-examination, said he made no attempt to check the "replacements'" backgrounds to determine whether they would be in violation of New Jersey's law against professional strikebreaking.

Actions against Lee and company officials, brought under both the state law and a municipal anti-strikebreaking ordinance, were dropped as part of the settlement.

The strikebreakers were dismissed abruptly under settlement terms that included an \$11 wage increase over 30 months, job-security and vacation improvements and a clause guaranteeing that union members will work "reasonable" overtime.

The refusal of some printers to work overtime was the reason given by the News for its sudden action in dismissing the entire composing-room force Nov. 9.

The agreement was ratified by an overwhelming vote Nov. 27. It included a provision—that there be no reprisals against members of the Guild and other unions who honored the picket line.

All but one of the 36 Guild members at the News observed the picket line from the moment it received ITU sanction Nov. 11. The sole exception, Ronald Rakos, was promoted to managing editor, an exempt position, upon resumption of publication.

Guild members, in addition to

walking the picket line, helped staff a joint strike headquarters with the printers, handled public relations, helped mobilize the support of other unions and worked to cancel subscriptions, discourage advertising and dry up news sources before the News suspended publication Nov. 20.

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Editorial

Strikebreakers Strike Out

Seldom has the worth of interunion co-operation been proved more dramatically than at the Perth Amboy Evening News.

In an action reminiscent of the industrial dark ages, the publisher abruptly fired his entire 52-man composing-room force one night and brought in a crew of professional strikebreakers fresh from earlier tours of duty in Portland, Reno, Lima and other places of newspaper infamy.

For a time it appeared that the sorry pattern might be repeated; the printers were out on the street, the strikebreakers were inside the plant, and the paper was publishing.

But not for long.

The North Jersey Guild's Perth Amboy Unit, meeting within hours after the printers' picket lines received official sanction, voted almost to a man to observe them. They not only observed them; they joined them.

Other unions in the heavily industrialized Perth Amboy area responded quickly to the printers' appeal for help. Turning out in force to bolster the printers' picket lines, they persuaded members of other crafts at the News to come out—and stay out.

The News, unable to publish, turned to the publishers' second traditional weapon, the injunction. It obtained one, limiting pickets to 10 at each entrance, but it was of little avail. Not a single News employee crossed back to work.

The News was ostracized throughout its circulation area. One town council refused to go through with a routine measure providing a truck road to a new plant being built by the paper. State and municipal antistrikebreaking laws were invoked. Public officials privately voiced condemnation of the News's action in bringing professional strikebreakers into the community.

Facing mounting pressure from all sides, the News capitulated, sat down at a bargaining table it had said it would never draw a chair up to again, and negotiated a settlement with the printers. The strikebreakers were told to pack their valises and go home.

The conditions for such a pointed demonstration of union solidarity were by no means entirely auspicious. Recent years had been marked by jurisdictional friction, and attempts to establish a viable interunion council had been unsuccessful.

No one in the Guild was thinking about yesterday, however, and the result gives every sign of bringing a different tomorrow. Printers have voiced their gratitude to the Guild, and there is a fresh new spirit of mutual support abroad that is expected to make itself felt in future negotiations by the Guild and its sister unions alike.

That's what interunion co-operation is all about.

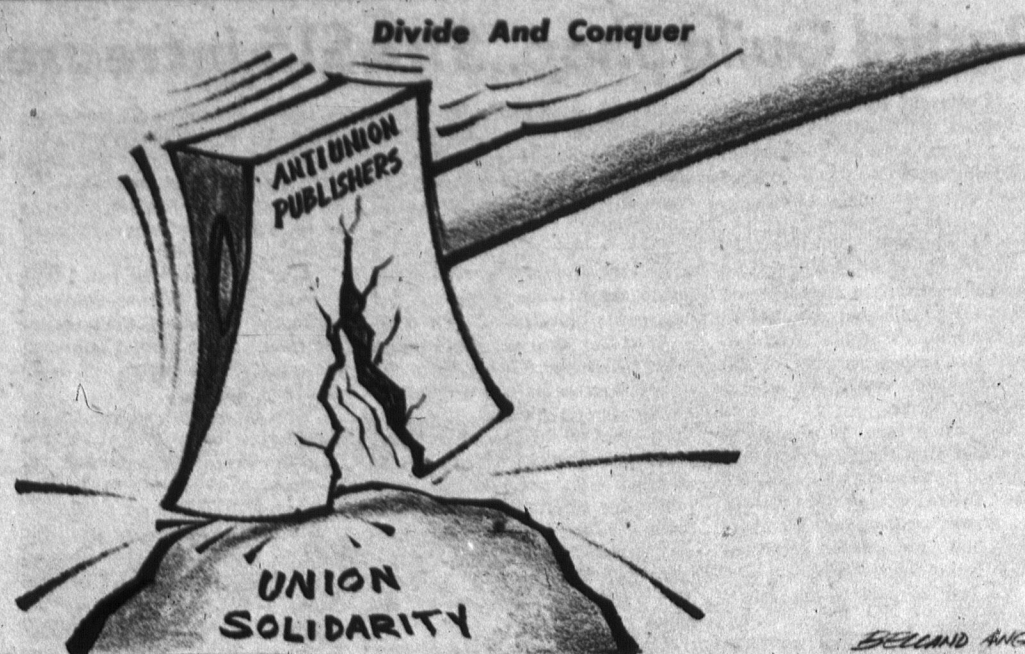
Profit Ability

An interesting sidelight is cast on the newspaper industry's financial condition by the consent decree liquidating the government's antitrust suit against R. C. Hoiles's Lima News.

As part of the decree, the government stipulated—and the News agreed—that any indication during the next 10 years that the newspaper is operating at a loss will be considered prima-facie evidence of unfair competition against a rival paper.

Or, to put it another way, profits are such a normal part of the newspaper picture that their absence is an almost certain sign that the paper must have been working at it. The burden of proving otherwise falls on the publisher.

Bargaining committees please copy.



DATELINE: WASHINGTON

Johnson's Air Of Disengagement Lets Critics Take Stage

By WILLARD SHELTON, Washington Guild



President Johnson has given the country an extraordinary picture of a Chief Executive physically and geographically remote in the recuperation process while critics of his Vietnam policy have elaborated their theme.

It would be a mistake to imagine that the impression is more than a superficial one. The Texas White House has seen Mr. Johnson on the telephone, giving instructions to his aides on foreign and domestic affairs, in the familiar fashion.

Johnson sought to play down talk of a "fight" between the White House and the Federal Reserve Board in the recent boost in the board's discount prime interest rate from 4 percent to 4.5 percent.

But before the deed was done he had mobilized the resources of his Administration to try to block the interest-rate boost preannounced by Federal Reserve Chairman William McChesney Martin.

Maybe it wasn't a "fight"—that is, more business can be done if issues are not allowed to become drawn in such terms—but three Cabinet members suddenly made speeches designed to block Martin's plans by a return signal of Administration disapproval.

While recovery from heavy joblessness is still spotty, while there is still "so much to be done" in strengthening the economy, there can be "no tolerance" of an unjustified fear of inflation that leads to slowing down business growth "by increasing interest rates or in any other way," Labor Secretary W. Willard Wirtz said, for one. The timing came from the Texas White House.

There is a "fight," and a fight in which the President is directly participating, and Martin's Federal Reserve Board raised the interest rates to check the pace of economic growth regardless of Mr. Johnson's disapproval. It was a close vote—four to three—but the prime interest rate was raised, thus expressing a fear of inflation in the top financial community.

The Reserve Board is an independent agency, created by Congress, and it can make its decisions without waiting for presidential seals of approbation. Mr. Johnson nevertheless did not like it, and he was far more active in

seeking to prevent it than was easily apparent.

It is utterly unlikely that he will accept the decision in the manner of the late Calvin Coolidge, who really believed in the money-men's theory that the Reserve Board is supposed to control economic pace by setting fiscal policy.

It has been a strange experience for the country to see even the appearance of Mr. Johnson in a state of relative nonactivity, keeping his public statements and his known personal interventions to a minimum.

The process of physical recuperation from his operation and a protracted period at the Texas ranch have given a certain scope and range to the political opposition. Thus there is a renewed acuteness to the Vietnam criticism, a revived clamor that the President "tell the country" exactly what is needed, that reflect the fact that the stage has been occupied by others.

In this there are political perils for the Administration. The plain fact is that Vietnam is a bitter time of testing of will and strength, that the necessities may force on us expansions and escalations in a difficult war, and that patience in such a situation is not a notable quality in American partisan life.

Mr. Truman got the complete backing and approbation of the late Sen. Robert Taft when he sent American forces into Korea in 1950, but when stalemate was reached two years later it was

"Truman's War" to the Republican campaigners of 1952.

The fighting in Vietnam is well covered by the American press—considerably better than in earlier stages despite the gradual emergence of official communiqués and similar devices. Nothing could have been more candid than Defense Secretary Robert S. McNamara's comment, after his return from his latest visit to Vietnam, "It looks like a long war."

The President planned a Washington return prior to Christmas, and the prospect was that things would return to the old order of business after New Year's Day. But for the time being, Congress was dispersed across the world, traveling and inspecting, and Mr. Johnson was physically absent on the LBJ Ranch, and the impression of Presidential activity, if not the actuality, was curiously abated.

In such times, the critics begin to wonder if they see an opening—as William McChesney Martin did.

Council Sends \$200 To El Mundo Strike

A contribution of \$200 to the Puerto Rico Guild's strike against El Mundo was voted by the Middle Atlantic District Council at a meeting in Washington Dec. 4 and 5.

The council was addressed by ANG Executive Vice President William J. Farson, who conducted delegates on a tour of new ANG headquarters. The council will meet again March 5 and 6 in Philadelphia.

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ELLIS T. BAKER, Editor

and
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DAVID J. EISEN, Associate Editor

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