

Mundo Strike Wins Up To \$34



Puerto Rico Guild President Luis Montanez, Jr., leads El Mundo strikers in victory parade, holding aloft sign declaring, "Ganamos la huelga (We win the strike!)"

Initial Accord Makes Wage Breakthrough

San Juan, P.R.—A settlement giving El Mundo mechanical employees wage increases up to \$34.60 in an initial contract was ratified unanimously Jan. 7, ending a 53-day strike by the Puerto Rico Guild. The paper resumed publication Jan. 9.

The contract also provides for a full Guild shop, dues checkoff, severance pay and improvements in holidays, vacations, sick leave and job security.

The pay increases—up to 55 percent, in some cases—will bring the employees wages equal to or better than those received by similar employees at San Juan's other two dailies.

In addition, the company agreed to recognize the Guild as bargaining agent for about 30 previously unrepresented employees and to withdraw a civil suit seeking close to 1.25 million dollars in damages and a number of unfair-labor-practice charges.

The narrow streets of the old city of San Juan were taken over from Friday-night shoppers for a spontaneous victory parade by a shouting, cheering crowd of some 200 Guild members, their wives and children. They were celebrating the end of the strike they had embarked on, in the Guild's words, "not for themselves alone" but for all newspaper workers on the island.

The settlement fulfilled most of the original Guild demands (Continued on Page 2)

SFONG Girds For Strike At 3 Bay Dailies

San Francisco, Calif.—An areawide strike against the San Francisco Chronicle, the San Francisco Examiner-News Call Bulletin and the Oakland Tribune was authorized by Guild members at the three papers Jan. 6 if necessary to achieve a contract settlement.

Strike authorization was voted unanimously at a mass membership meeting after negotiations had sputtered to a standstill during the previous two weeks. New bargaining sessions were under way this week.

A strike would be the first areawide stoppage in the local's history.

Wages, pensions, automation and jurisdiction protection, vacations and dismissal benefits are the principal issues in dispute.

The Guild is seeking additional benefits for more than 375 employees dismissed in the consolidation.

(Continued on Page 2)

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Stranded Guildsmen Docked

Transit Strike Breeds Grievances

New York City—Guild grievances were piling up at New York newspapers this week as publishers refused to pay employees unable to reach their jobs during the city's two-week transit strike.

Scores of Guild members were docked for missed work in last week's pay-checks despite choked transportation routes that made it virtually impossible for many to reach downtown Manhattan. Absenteeism as high as 75 percent was reported in some industries. The New York Times, Daily

News and World-Telegram & Sun made special arrangements to transport their employees to work, but other major dailies left their staffs largely to their own resources.

John E. Deegan, secretary-treasurer of the New York Guild, said the Guild will institute grievance procedure to restore docked pay. All the publishers, he said, have taken the position that employees who did not report will not be paid.

There was no immediate tabulation of how many Guild em-

ployees have been docked.

Employees made strenuous efforts to reach work, resorting to bicycles, motor scooters and, in some cases, roller skates. Most papers reported that absenteeism was remarkably small in view of the transit tieup.

The Times chartered nine buses to transport staff members to and from work on a regular schedule from central points in Manhattan, Bronx, Brooklyn and Queens. Delivery trucks were outfitted with benches to provide

(Continued on Page 2)

Strike Insurance Denied Mundo

San Juan, P.R.—El Mundo was denied strike-insurance indemnities during the Guild's 53-day stoppage, management confirmed in the closing hours of negotiations.

It said the Guild was responsible.

In the late stages of the strike rumors had circulated through San Juan that the company had been denied indemnities on a strike-insurance policy that was to provide for payments of between \$13,000 and \$25,000 a day for a maximum of 25 days.

Beneficiaries Of Monopoly

Major Newspaper Chains Reap Record '65 Profits

PROFIT is the U.S. newspaper industry's middle name.

Monopoly is its first. So says the Wall Street Journal, in effect, in a comprehensive review of the state of the industry.

The Journal's year-end analysis of the newspaper business's overrunning cup establishes two main points:

► Most of the nation's largest newspaper chains are reaping record profits.

► Monopoly newspapers—and an overwhelming majority of U.S. newspapers are monopolies—are reaping superprofits.

"Four of the six largest chains expect record profits this year [1965]," says the Journal. "The fifth will earn more than last year and possibly more than ever before. The sixth figures on breaking even after losses in each of the past seven years."

"The Knight papers, with total weekly circulation of 1.3 million, expect to earn a record 6.5 million dollars this year, up from slightly more than four million dollars last year, when a strike

closed the Detroit Free Press 134 days."

The Chicago Tribune chain, which includes the New York Daily News, "also expects record profits this year," says the Journal, "as do the Newhouse and 26-paper Gannett chains, though none of these chains will disclose dollar figures."

At Scripps-Howard, it reports, "earnings from all newspaper operations will be up substantially from 1964 and possibly will set a record, according to Jack R. Howard, general editorial manager of the papers."

"The Hearst papers also are doing better," says the Journal, reporting that "the chain expects to break even" for 1965 after sustaining losses from 1958 to 1964.

Although the Hearst chain has declined from 26 papers in 1935 to nine today, its total circulation of 2.6 million weekdays is the nation's third largest, the Journal noted.

MONOPOLY publishers find it hard to lose money, says the Journal.

Gardner Cowles, chairman of Cowles Com-

munications Inc., with several monopoly newspapers, put it this way:

"If you own a newspaper in a one-newspaper market, and if you give it competent management, little misfortune can befall you."

A well-established daily of 15,000 to 30,000 circulation in a monopoly market should return a net profit of 10 percent to 17 percent of sales, Cowles told the Journal.

As a result, the Journal quoted, Cowles, prices have gone up "a good 20 percent" in the last four or five years, and "for every good paper that comes on the market there are 20 ready and eager buyers."

Among the chains, the Journal reported, Scripps-Howard has only two money-losing papers, the New York World-Telegram & Sun and the Fort Worth Press, while Hearst has only one unprofitable paper, the New York Journal-American.

New York, one of the few remaining competitive cities, is practically the sole exception to the industry picture of universal profitability, says the Journal. Even here, however, the Times and News are "consistently profitable," it noted.

Mundo Strike Settlement Wins Raises Up To \$34.60

(Continued from Page 1)

that led to the strike, including a minimum day rate, retroactive to Dec. 27, of \$2 an hour for journeymen printers, pressmen, stereotypers, engravers, proofreaders, and teletype operators.

In addition to achieving the \$2-an-hour goal, the contract establishes for the first time a premium rate for night and lobster shifts, producing further pay boosts.

Employees working night-shift hours will go up to \$2.07 an hour, while those working lobster shifts will go up to \$2.15 per hour. A second-year increase of 12 cents per hour will go into effect next December, producing for El Mundo journeymen the highest rates yet established on any Puerto Rican newspaper.

Among the wage increases will be boosts of \$34.60 for one typesetter operator, \$32.40 for two others and \$21.80 for two more; \$22.80 for one proof-press operator and \$20.80 for two others; over \$20 for more than half of the paper's page-makeup men; almost \$25 a week for two ad-makeup men; up to \$33.60 for engravers, with the average in this category about \$22, and up to \$24.80 for job printers.

The Guild bargaining team, headed by Local President Luis Montanez, Jr., with International Representatives Edna Berger and Charles Dale serving as spokesmen, described the settlement as "the most spectacular wage gain in the entire newspaper industry in Puerto Rico."

But in spite of the gains, they said, "We've still got a long way to go to raise Puerto Rican wage rates to continental U.S. pay levels."

A bargaining deadlock caused by the company's insistence upon a 36-month contract and a stringent "management rights" clause was broken by a Guild proposal



PICKET-LINE VISIT: Puerto Rico Guild President Luis Montanez, Jr., introduces ANG Executive Vice President William J. Farson to El Mundo pickets. Far-

son, who is standing before a Guild Christmas sign, visited the strike Dec. 28, a week before it was settled by a contract providing major wage gains. Standing to his left is his wife, Blanche.

that two existing Guild contracts covering editorial and commercial employees, which expire Sept. 27, 1967, be extended three months to coincide with the beginning of the third year of the mechanical contract.

These two contracts, with full retroactivity for the three-month period guaranteed, will be renegotiated jointly with a reopening of the mechanical unit's wage and pension provisions. All three units will have the right to strike if satisfactory agreements are not obtained.

The company agreed to a modified "management rights" clause. Besides job-security and seniority provisions, the settlement provides jurisdiction clauses protecting bargaining-unit work and preventing supervisors from performing such work.

An automation-protection clause gives employees up to eight weeks retraining or a transfer to comparable jobs if their jobs are affected.

The settlement provides three weeks' vacation after a year of service in the third year of the contract.

Severance pay will rise to 16 weeks during the life of the agreement, doubling the amount provided by other El Mundo Guild contracts.

The contract also provides

time-and-one-half for overtime the first four hours of overtime a week, double time after that, and a provision making overtime work optional after the first four hours.

Also provided is a call-back premium of \$4 plus overtime for all hours worked, eight paid holidays a year and a minimum guarantee of six hours' work on days off and holidays.

The inclusion of about 30 additional employees under the contract climaxes the Guild's efforts to win National Labor Relations Board sanction of a residual unit. They include photoengravers, job printers and miscellaneous clerical employees.

Besides washing out several labor-board charges and a lawsuit in which the company sought more than a half-million dollars

in damages and \$25,000 a day for each day the strike continued, the agreement contains a general amnesty clause forbidding the company to retaliate against the strikers.

The company also agreed to pay the full cost of employees' medical insurance for the strike period and to apply strike time to seniority except for vacation and severance-pay purposes.

The strike began Nov. 16 after the Guild had sought unsuccessfully to bargain an initial contract for the 140 mechanical employees.

The Guild had won an NLRB election last July after the mechanical employees, previously represented by the Teamsters' union, sought Guild representation.

The Puerto Rico Guild has reported strike donations of \$4,593.30, including the following:

St. Louis Guild	\$200.00
Boston Guild	100.00
Washington Guild	300.00
San Francisco-Oakland Guild	500.00
Terre Haute Guild	50.00
Cleveland Guild	100.00
Seattle-Tacoma Guild	100.00
Hawaii Guild	50.00
New York Guild	500.00
San Juan Star Unit	20.00
Ottawa Guild	100.00
Cincinnati Guild	50.00
El Imparcial Unit	120.75
Wire Service Guild	300.00
Los Angeles Guild	100.00
Youngstown Guild	25.00
Vancouver-New Westminster Guild	50.00
Detroit Guild	50.00
New England District Council	50.00
Albany Guild	100.00
San Diego Guild	100.00
Philadelphia Guild	100.00
North Jersey Guild	100.00
Employees' Co-op of El Mundo	81.51
Puerto Rico Federation of Labor	633.00
Union of Industrial Workers of Puerto Rico	25.00
Association of Gasoline Retailers of Puerto Rico	50.00
Island Laborers' Union	15.00
Union of Cement Workers	25.00
Federation of State, County and Municipal Workers	25.00
Union of Workers of the AMA	9.50
Federation of Musicians of Puerto Rico	100.00
Packhouse Workers	100.00
Union of Cement Industry Workers	100.00

Model Picketing

San Juan, P.R.—Police invaded the Guild meeting that ratified terms of the El Mundo contract settlement Jan. 7, but the only thing they laid the arm of the law on was the microphone.

The lieutenant in charge of the police squads that had maintained round-the-clock surveillance of the picket line took the mike to compliment Guild members on their strike settlement and to thank them for their behavior on the picket line.

Their behavior would "stand as an example throughout the island," he declared.

Guild Votes To Strike At Bay-Area Dailies

(Continued from Page 1)

of the Chronicle and Hearst's Examiner and News Call Bulletin last September. It is asking for company-paid supplemental jobless benefits, stronger rehiring provisions and additional dismissal pay for all economy dismissals after expiration of the old contract Sept. 26.

The Guild is asking a \$210 top minimum for reporters and advertising salesmen. The publishers have offered increases ranging from \$2.50 to \$7.50 in a two-year contract. The current reporter and ad-salesman top is \$171.25.

A motion to set a 15-day deadline for strike action and to direct the negotiating committee to withdraw all concessions was narrowly defeated after local officers urged that the negotiators not be deprived of freedom of action.

Timing of strike action was left to the negotiators in the motion finally adopted.

ANG International Representative Charles Dale, who had been helping to lead the Puerto Rico Guild's successful strike against El Mundo, has been assigned to assist the San Francisco-Oakland Guild in strike preparations.



LEG WORK: Like all New Yorkers, newsmen have been put back on their feet by the transit strike. Rising above the emergency, U.N. correspondent William R. Fry,



left, pedals serenely to cover his beat on a bicycle commandeered from his 10-year-old son. At right, Anita Berkman of United Press International recovers from a three-hour skating trip from home.

(Continued from Page 1)

additional transportation. The News did likewise, running a shuttle service of trucks to its midtown building from the site of a future printing plant on the Queens side of the East River, quickly transformed into an emergency parking lot. It supplemented the shuttle with a chartered fishing boat that ferried employees from the Queens lot to a Manhattan pier.

The World-Telegram ran sta-

tion wagons to four points on the city's edge, and some papers set up car-pools.

But many employees were forced to their own cars, which became snarled in monumental traffic jams, or to any other form of transportation they could improvise. Bicycles began to appear outside newsroom doors.

Reporters resorted to motorcycles, cabs, skates and shoe leather to cover their beats; some Times men were able to hitch

rides on the company's buses.

The News used its chartered boat to transport page mats to its Brooklyn printing plant, and walkie-talkies were pressed into service to maintain communications between the News building and the Queens parking lot.

Cots were set up in some cases to save employees the daily ordeal of getting to and from work. At the Journal-American, all days off were canceled in the editorial department.

Oshawa's Unions Rally To Guild As Strike Threatens

Oshawa, Ont.—The Oshawa labor movement is mobilizing its full strength in support of the Toronto Guild's Oshawa Times Unit as it moves nearer to a strike.

Answering the call of an interunion liaison committee headed by Douglas Sutton, first vice president of Oshawa's 18,000-member United Automobile Workers' Local 222, presidents and unit chairmen of Oshawa unions met Jan. 10 to help map strategy for the fight against the Times, the only Thomson daily under Guild contract.

Forty union leaders attending the meeting unanimously approved a resolution accusing the Times of showing "contempt for good-faith bargaining" and demanding that "top newspaper management, including Lord Thomson, return to the bargaining table and genuinely bargain in good faith."

The resolution pledged the full support of all unions if the Guild is forced to strike.

The unit, which voted unanimously two months ago to authorize strike action, will be free to take it seven days after the Ontario labor minister releases a conciliation-board report, expected momentarily.

Talks came to an abrupt end at a conciliation session Dec. 30, when management refused to offer a single improvement in wages or other conditions—the position it has maintained since the start of bargaining seven months ago.

Major issues in dispute in addition to wages, are union and job security, reduction in the 40-hour work week, pensions, hospital-medical insurance, time-and-a-half for overtime, restrictions on the scheduling of split shifts and improved vacations.

In his message to union leaders, Sutton declared:

"The labor movement cannot afford to let the press baron of Fleet Street crush the only organized group of white-collar workers in the entire Thomson chain of newspapers in North America.

"He can, well afford to pay much more than a starting rate of \$43 a week for clerks and \$50 for reporters. He can well afford to pay more to experienced reporters, who only receive \$100 a week after six years or more of experience."

Other members of the liaison committee are Abe Taylor, president of UAW Local 222; Joseph Grills, president of Steelworkers' Local 1817; Fred Beckstead, president of the Oshawa Building and Construction Trades Council, and Don Urquhart, secretary-treasurer of the Lake Ontario District Council of Carpenters.

Sweatshop?

Vancouver, B.C.—Heated arguments will be welcome in the new Vancouver Sun and Province building.

Body warmth generated by the company's 1,000 employees will be used to help heat the 300,000-square-foot building, along with the heat radiated by lights and machinery.

A "bootstrap" heat pump will circulate the reclaimed warmth after carrying it through filtering equipment that will freshen it and parcel it out in doses designed to maintain a constant temperature.

Long Holiday

Oshawa, Ont.—"Scrooge made an early appearance at the Oshawa Times."

That was the way a Toronto Guild Bulletin reported the pre-Christmas economy-discharge notice given 11 employees at the Oshawa link in Lord Thomson's 300-million-dollar newspaper chain.

Four of the victims were Guild truck drivers, four were pressmen, and three were printers. They were dismissed effective Dec. 28 with the shutdown of the company's rotary-printing section.



OPPORTUNITY'S KNOCK: Richard L. Penelton, left, newly elected president of the Peoria Guild, distributes copies of ANG's "Careers for Negroes on Newspapers" pamphlet to youthful participants

in a careers conference sponsored by the Peoria Council on Human Relations, to which the Guild is affiliated. Penelton, a police reporter for the Peoria Journal Star, distributed more than 50 copies to interested students at the conference.

N.Y. Post Starts Paying On \$15 Hikes

New York City—Retroactive pay increases under a two-year formula ranging from \$7.20 to \$15.20 were distributed to Guild-covered employees at the New York Post as the year ended.

Bargaining at the Post, as well as the Herald Tribune, World-Telegram & Sun and Journal-American, was at a standstill over the issue of job protection in the event of sale or merger.

But the Post and the Guild agreed on the immediate imple-

mentation of wage increases bargained on the pattern of a \$12 package previously negotiated in Guild settlements at the Times and News and in contracts with other newspaper unions.

Increases up to \$8.10 are retroactive to the expiration of the old contract last March 30.

Raises of that amount the first year and \$7.10 the second will increase the top minimums for reporters, ad salesmen, copyreaders and deskmen to \$193.10, ef-

fective March 30. Starting minimums will rise the same amount, to \$128.10.

Other increases and resulting top minimums include district managers, \$6.40 the first year and \$5.40 the second, to \$154.15; clerks, typists and janitors, \$4.50 and \$3.50, to \$100.65; stenographers and telephone operators, \$5 and \$4, to \$109, and classified solicitors, \$5.50 and \$4.50, to \$127.35.

Agreement has also been

reached on automation and jurisdiction provisions similar to those negotiated at the Times and News. But negotiators were deadlocked over the Guild's proposal for either a ban on merger dismissals or advance notice of any sale or merger.

Merger rumors involving the Tribune, Journal-American and World-Telegram continued to fly as the year ended. One—that the papers would combine shortly after the turn of the year—brought denials from the three papers to Thomas J. Murphy, executive vice president of the New York Guild.

Murphy sent telegrams to the three papers demanding either denials or an immediate meeting with the Guild to discuss their plans.

Matt Meyer, president of the World-Telegram, not only denied the report but said the Telegram expects to have "the best January we've ever had" in advertising.

Journal-American Vice President Joseph Kingsbury Smith, in his denial, offered to bet Murphy \$1,000 payable to a charity that there would be no merger over the New Year's weekend.

Labor Board Orders 7 N.Y. Papers To Bargain Separately With ITU

The National Labor Relations Board has ordered seven New York City newspapers to bargain individually with the Typographical Union. It found them guilty of unfair labor practices for refusing to do so in the last round of bargaining.

The board, upholding the union in a 2-to-1 decision, reiterated its recently established position that unions have the same right as employers to withdraw from multi-employer bargaining units.

Bertram A. Powers, president of the New York Typographical Union, said the union will demand separate bargaining next year if the decision is upheld in the courts. Up to now, the union has bargained with the papers through the New York City Publishers' Association.

John J. Gaherin, president of the association, said it probably will appeal the decision to the Second Circuit Court of Appeals. The Detroit Newspaper Publishers' Association is appealing a similar NLRB ruling to the Sixth Circuit Court.

Powers said the union would change its position on separate bargaining only if the publishers agree to stop basing their bargaining policy on the financial position of the paper least able to pay and to eliminate the veto power of individual publishers over association decisions.

The union charged the papers with unfair practices after they refused to bargain with the

printers individually in last year's negotiations. The publishers maintained that the union's purpose was to add to its bargaining strength by depriving them of the right to suspend publication in support of a strike against one of their number.

The board, which had held in the Detroit case last September that equalizing disparities in bargaining strength was not one of its functions, said the New York case was "almost identical."

In the Detroit case, the board majority ordered the News and Free Press to bargain individually with two locals of the Printing Pressmen.

Upholding an examiner's opinion that it was unreasonable to hold that a union was locking itself into a multiemployer bargaining unit indefinitely once it agreed to enter, the board majority ordered the New York publishers to bargain separately with the printers upon the union's request.

The majority members—John H. Fanning and Howard Jenkins, Jr.—took issue with the minority opinion of Gerald A. Brown, who argued that the New York bargaining unit has "withstood the attenuating effects of strikes, technological innovations, changes in membership of the association and replacements of union officers."

They said the withdrawal of the Herald Tribune and the New York Post from the association during strikes in 1963 and last year indicates that "the stability of indus-

trial relations resulting from multi-employer bargaining is perhaps somewhat less than that attributed to it."

"We cannot perceive," they concluded, "how we would be fostering that necessary mutual desire on the part of all parties to make multiemployer bargaining work by imposing on the union far more restrictive standards than are imposed on the employer for withdrawal from the unit once it is established."

Cleveland Guild Retains Disputed Multilith Work

The National Labor Relations Board has upheld the Cleveland Guild in a jurisdictional dispute with the Lithographers' and Photoengravers' Union at the Cleveland Press.

The board, in a unanimous decision, ruled that employees under Guild jurisdiction are entitled to perform burning and stripping work on offset plates for promotional and advertising purposes.

The multilith work had been performed by Guild members for 12 years until last June, when the Press assigned part of the work to photoengravers. It did so under a newly negotiated contract that removed a clause limiting the Photoengravers' jurisdiction to the newspaper engraving room.

The Guild, whose contract pro-

hibits the transfer of work to other jurisdictions, announced that its members would be instructed not to handle any multilith work unless the action was rescinded. The company promptly charged the Guild with an unfair labor practice.

The company, in a brief following NLRB hearings last fall, suggested that the work be divided between the Guild and the Photoengravers, but the board said that would necessitate conflicting work assignments.

It awarded the work to the Guild unit on the basis of "established practice dating back to the inception of offset operations" at the Press and on the grounds that it was most conducive to "the efficient and uninterrupted flow of work."

'Integration' Versus 'Stacking'

Canada Implements Long-Sought Pension Plan

Canadian Guildsmen and other wage earners made their first down payment as of Jan. 1 on a long-sought national pension plan that will bring them benefits comparable to those of the U. S. Social Security program when they reach 65.

But whether their retirement income will be significantly increased thereby depends upon whether the government plan is "stacked"—added to existing private plans—or integrated with them by reducing contributions to the present plans.

Under the government plan—financed by payroll deductions of 1.8 percent of earnings between \$600 and \$3,000 a year, matched by an equal contribution by employers—Canadians will receive pensions reaching a maximum of \$104.17 a month for persons covered by the plan for 10 years.

The first benefits will be paid early in 1967, but at only 10 percent of the rate at maturity, or \$10.42 a month. The benefits will be increased by an equal amount each year until they reach the maximum in 1967.

The plan also provides for death and disability benefits as well as benefits for widows and dependent children. In addition, the existing universal Old Age Security pension of \$75, now paid at age 70, will continue, but its eligibility age will be reduced by one year annually until 1970, when it, too, will be paid at age 65.

Thus, when the plan is in full operation, pensioners will receive up to \$179.17 monthly under the government program.

In Toronto, Guild employees of the Telegram and Globe & Mail, who have been paying 5 percent of their earnings into private com-

pany pension plans, will henceforth pay 6.8 percent and will receive the full "stacked" benefits of both programs.

But at the Star, by agreement between the Guild and the company, contributions to the existing plan are being reduced by the amount required by the federal program. Since the government plan provides a better return on investment than the private one, the net effect will be to increase benefits slightly.

While the Star pension plan is jointly administered by the Guild and the company, those at the other two papers are unilateral. The companies' share of contributions has never been disclosed. While the employee's share has a floor of 5 percent of income, he may increase his benefits by paying more into the plan.

Pension programs also will be

integrated at the Vancouver Sun and Province, where Guild employees and the publisher will continue to pay 5 percent each toward pensions.

Although the Vancouver plan also is unilateral, discussions of the new arrangement resulted in a company agreement to allow the unions, including the Guild, to name one representative to the company's pension committee.

An amendment insures that no one will receive a smaller pension than he would have had if the federal plan had never been introduced.

The company said that actuarial studies of the contribution rate and benefits offered by the federal plan indicated that "well over 90 percent" of the employees will receive "a materially higher pension even though their contributions are not increased."

Election Slated In Teamsters' Examiner Raid

Los Angeles, Calif.—More than 300 drivers and distributors at the Los Angeles Herald-Examiner will vote Jan. 24 and 25 on a Teamsters' union bid to sever a portion of the Guild's Herald-Examiner Unit.

The Teamsters, who made a similar raiding attempt four years ago, filed a representation petition the day the Los Angeles Guild went on strike at the Herald-Examiner Nov. 18.

Subsequently, more than 200 drivers and distributors signed a petition asking the Teamsters to withdraw the petition, but the union has refused.

Drivers and distributors will vote at the main plant and 12 branch offices over the two-day period. The Guild had sought an earlier election, but the Teamsters asked for delay.

Provisions of a new two-year Guild contract awarding drivers a \$9.30 pay raise are pending the election result.

"We're seeking a heavy majority so that there will be no doubt in management's mind in the future that drivers and distributors support the Guild," said International Representative Loel Schrader.

Effort To Decertify Guild Fails At Niagara Falls

Niagara Falls, N.Y.—A petition to decertify the Buffalo Guild as bargaining representative for 40 editorial employees of Gannett's Niagara Falls Gazette has been withdrawn because of lack of signatures.

The petition, filed just before expiration of the open period for decertification, was withdrawn after a National Labor Relations Board official told the petitioner it lacked the requisite 13 names.

The Guild's Niagara Falls Unit, led by Lewis (Bill) Branche, conducted a counter-campaign to discourage signatures on the petition, which was initiated by an employee recently promoted to assistant city editor.

Guild, 5 Crafts Form Honolulu Union Council

Honolulu, Hawaii — The Hawaii Newspaper Guild and five other unions at the Honolulu Advertiser and Star-Bulletin have joined to form the Hawaii Newspaper and Printing Trades Council.

The council formalizes long-standing co-operation among the unions, culminating in a joint strike against the two papers in 1963. The strike was conducted by a joint strategy committee.

Members of the council, in addition to the Guild, are the Typographical Union, Lithographers and Photoengravers, Printing Pressmen, International Longshoremen's and Warehousemen's Union and International Association of Machinists.

Contracts at the two papers expire May 31, and the council plans joint negotiations on common issues.

The Guild is also joining the new Hawaii State Federation of Labor, which held its founding convention Jan. 7 through 9. Guild delegates were Roy Kruse, president; Fred Lee, administrative officer, and Harriet Ray, secretary.

Arbitration Set In Dispute On UPI Computer

New York City—The Wire Service Guild last week moved to arbitrate a dispute over the punching of United Press International copy fed into a computer in a new justification system.

The Guild charged that the new system, which requires newsmen in UPI bureaus to give coded instructions to the computer, violates a contractual ban against justification of lines by newsmen.

It also charged that unilateral imposition of the duty violates a clause requiring bargaining on new jobs.

The Guild moved to arbitration after grievance meetings failed to resolve the dispute. The company contended that the new process is merely a modification of Teletype punching.

The Commercial Telegraphers' Union is also protesting the new practice, which has resulted in the elimination of differentials paid to Teletypewriter operators.

In another Wire Service grievance, Associated Press has returned Stella Roberts, secretary-treasurer of the local, to her day-side shift in Oklahoma City following the Guild's action in filing an unfair-labor-practice charge.

The charge was filed after AP refused to meet with a Guild committee on the Roberts grievance and a number of scheduling violations. The Guild charged that Miss Roberts was put on a mixed day-and-night shift because of Guild activity.

The company agreed to meet with the Guild after the charge was filed. The Guild withdrew the charge after Miss Roberts was restored to the day side and action was taken to eliminate the scheduling violations.

New Westminster Paper Bows, Restores Pay Cuts

New Westminster, B.C.—The New Westminster Columbian, which for four months had defied a British Columbia Labour Board order to restore the former salaries of three ad salesmen, bowed last month after the Vancouver-New Westminster Guild threatened to seek the commitment of company officers for contempt.

The pay cuts of up to \$57 a week, made in an effort to enforce



NEW POST FOR POTOKER: Outgoing Mayor Robert F. Wagner swears in M. Michael Potoker, former secretary-treasurer of the New York Guild,

to a 10-year term as New York City Family Court judge, as Louis Hollander, secretary-treasurer of the New York State AFL-CIO, looks on. Potoker had been a Criminal Court justice since mid-1964.

Potoker Takes Bench In N.Y. Family Court

New York City—M. Michael Potoker, former secretary-treasurer of the New York Guild, has been elevated to a new rung on the New York City judicial ladder.

Potoker, who had been serving as a Criminal Court justice since June 1964, was sworn in as Family Court judge at a pre-Christmas ceremony in City Hall in one of outgoing Mayor Robert F. Wagner's last official acts. His appointment is for 10 years.

Potoker was secretary-treasurer of the New York Local for 14 years until his appointment to the bench in 1964. He organized the Guild's former Daily Mirror Unit in 1934 and had served as secretary-treasurer of the Empire State District Council and vice president of the New York State AFL-CIO.

an incentive system, were ordered rescinded with back pay last August when the board ruled that they violated provisions of the Guild contract. But the company refused to accede, even after the order was entered in British Columbia Supreme Court.

The cuts were restored only after the Guild sent a letter warning of contempt action unless the money was paid.

Guild Locals Urged To Join 14(b) Fight

U.S. Guild locals were urged this week to join other unions in a nationwide campaign to obtain Senate repeal of Section 14(b) of the Taft-Hartley Act.

Citing reports that a clear majority of senators is pledged to vote for repeal, ANG Research and Information Director Ellis T. Baker wrote local presidents that "the problem is getting the two-thirds vote necessary to block Sen. Dirksen's proposed filibuster and assure other senators their right to vote."

Baker recalled the judgment of ANG's 1965 Convention that repeal of 14(b) is "vital to the continued growth and effectiveness of the Guild and of the whole labor movement."

"Once again," he wrote, "it's time for us in the Guild to put our money and our muscle and our minds where our mouth is."

Although the House last year passed a bill to repeal Section 14(b), which permits states to prohibit the union shop, the Senate was prevented from acting by Dirksen's filibuster.

"If he is successful again," Baker wrote, "the House-approved bill will die with the adjournment of this Congress, and labor will have to begin its fight for repeal all over again."

Baker cited the AFL-CIO Executive Council's statement that "the issue as it now stands goes beyond the merits of the repeal bill—important as they are. The

overriding issue now is the right of the Senate to vote; our cause is representative government."

And he noted AFL-CIO President George Meany's statement that the fate of labor legislation for years to come is at stake.

Baker urged locals to:

► Adopt a resolution calling upon their senators to vote for H.R. 77, and to vote to limit debate, if necessary, to enable the bill to come before the Senate for action on its merits.

► Encourage all Guild members to write, wire, phone and, if possible, visit their senators for the same purpose.

► Circulate petitions for repeal among Guild members.

► Co-operate with other labor, civic, religious and civil-rights organizations in the campaign.

The AFL-CIO Executive Council has set up a special planning committee, headed by UAW President Walter Reuther, to coordinate labor's repeal campaign.

Union representatives throughout the country have been assigned to special task forces to implement the campaign, and Baker urged locals to establish liaison with them through AFL-CIO city and state central bodies.

"Guild locals and Guild members have special skills to bring to a campaign of this kind," Baker said, "and our contribution to its success can be out of all proportion to our relatively small numbers."

York Wins \$16 Hike, Parity For Women

York, Pa.—A \$16.50 increase in the top minimum for social writers, bringing them to parity with reporters, has been won in a new one-year contract at the York Dispatch.

The York Guild contract is the second in recent weeks to provide for the elimination of wage disparities for social reporters, a goal set by last year's ANG Convention. The other contract was at the Eugene Register-Guard.

The York agreement, retroactive to Jan. 1, 1965, provides for a \$4 general increase, raising the reporter top to \$126.50, the librarian top to \$114 and the proofreader top to \$101.50.

The night differential also was increased, by 10 cents a shift to \$1.35.

\$3 Raise, Welfare Gains Won In Rochester Pact

Rochester, N. Y.—A wage increase of \$3 across the board plus health-and-welfare improvements valued at more than \$11 a month have been won by the Rochester Guild in a one-year contract at the Gannett-owned Times-Union and Democrat & Chronicle.

The \$3 increase, retroactive to Nov. 17, raises the top minimum for reporters and photographers to \$147.50. The top for head librarian goes to \$128, and the top for assistant librarian to \$92.25.

Under the agreement, the company will assume the average \$11.02 cost of medical-insurance coverage for dependents of full-time employees and will continue to pay the full cost, regardless of any increases.

The contract also protects employees from automation dismissals, the first such clause in a Gannett contract.

Improvements were also won in the contract's grievance and dismissal-notice clauses.

\$11 Package, Hours Cut Negotiated In Waltham

Waltham, Mass.—A \$6 general increase, a \$5.43 weekly increase in health-insurance and life-insurance contributions and a 37½-hour week have been won by the Boston Guild in a two-year con-

tract at the Waltham News-Tribune.

The wage increase, \$4 effective Jan. 12 and \$2 next January, will raise the reporter top minimum to \$127. The 37½-hour week replaces one of 40 hours.

In addition, the contract adds a ninth holiday—the employee's birthday—and reduces the service requirements for three weeks' vacation from five years to three and for four weeks' from 15 to 12. Up to 30 days' jury-duty pay is provided.

The contract eliminates the publisher's right to subcontract work or to have supervisors perform work customarily performed in the bargaining unit. It also guarantees the Guild's jurisdiction over present work and similar work involving new processes.

Consumer Reports Pact Yields \$5-\$9 Increases

Mt. Vernon, N.Y.—Wage increases ranging from \$5 to \$9 have been won by the New York Guild in a 16-month contract at Consumer Reports.

Minimums for senior project engineer, art director, assistant editor and promotion writers go up \$9, retroactive to Sept. 1. The new engineer top is \$245.46; the other tops are \$212.75. Starting minimums are \$211.81 and \$139.50, respectively.

Minimums are up \$5.25 for clerks, stenographers and key-punch operators, with the top going to \$104.60. Minimums are up \$6 for handymen and truck drivers, to \$112.45; for maintenance men and laborers, to \$100.85, and for matrons, to \$83.10.

Pay increases of from \$2.50 to \$3.50 were won for temporary employees.

A revised job security clause provides that no permanent employee will be laid off for economy reasons for the duration of the contract.

A Beautiful Day In Chicago



LADY BIRD TO LOVELADY: Chicago Guildsman Steven M. Lovelady, left, shows fan letter from Mrs. Lyndon B. Johnson to Local

Chicago, Ill.—One Chicago Guild member has a fan in the White House.

The lucky Guildsman is Steven M. Lovelady of the Wall Street Journal Unit. And the admirer is Mrs. Lyndon B. Johnson.

Here's how it happened:

Lovelady wrote a story all about aesthetically minded companies and the way they're building their factories to look more beautiful. The Journal ran the item on page one.

Once the story appeared, Lovelady dismissed all thoughts of beautiful factories and went after other page-one ideas.

But in Washington another chapter was being written.

It seems the article tied right in with Mrs. Johnson's national beautification program. The first lady caught the story and sent Lovelady an appreciative letter congratulating him on a job well done.

Vice President Gene Sorrells. Mrs. Johnson sent the note in response to a Wall Street Journal story by Lovelady on the beautification efforts of several industrial companies.

The letter, on White House stationery, said:

"The Wall Street Journal's circulation must have skyrocketed on December first when your article appeared, judging by the large number of clippings which have been sent to me.

"Quite apart from your generous comments about me, it is filled with good, solid information on dollars-and-cents beautification. I am keeping the clipping handy because it provides so many good examples to use in speeches.

"Thank you for believing, like Victor Hugo, that 'The beautiful is as useful as the useful. More so, perhaps.'"

Lovelady was pleased, of course. But that's not the only official communication he's had lately.

He's 22 and about to be drafted.

Circulation Pact In Bakersfield Gives 1st Holidays, 5-Day Week

Bakersfield, Calif.—Circulation district supervisors at the Bakersfield Californian will enjoy their first paid holidays, five-day week and four-week vacations under an initial contract with the Bakersfield Guild.

The pact, negotiated by International Representative Loel Schrader after a 33-0 victory in a representation election, provides the supervisors with their first protection against pay cuts.

It was a management cut in the supervisors' earnings that led them to seek Guild representation more than a year ago.

The contract provides for the supervisors to receive a 25 percent commission on all sales in their territory, with a minimum of \$600 a month. The supervisors' earnings have averaged from \$98 to \$251 a week, with eight of 19 earning more than \$200.

The contract sets a top minimum of \$1.87 an hour for helpers in the first year and \$1.92 in the second, an increase of 62 cents. Swing and relief drivers will receive a minimum of \$2.50 an hour.

In addition to limiting the work week to five days for the first time (circulation employees had been working six days, in many cases), the contract gives super-

visors a fourth week's vacation after 20 years' service; they had formerly been limited to three weeks.

Helpers will receive paid vacations for the first time, and all employees will receive seven paid holidays. There were formerly no holidays for anyone.

Another clause will end a practice under which supervisors had to make up customers' bad checks from their commissions.

The contract also provides a full Guild shop for new employees and maintenance of membership for others. It protects against discharge for other than just and sufficient cause and establishes grievance machinery, including arbitration.

A \$20 weekly minimum car allowance is provided, with a 10-cent mileage rate. The employer will pay \$60 a year toward the cost of liability insurance.

Sacramento Minimum Up \$9 In New Contract

Sacramento, Calif.—First-year increases of up to \$9 in minimums have been negotiated in two-year contracts at the Sacramento Bee and Union. The pacts provide for wage reopeners in the second year.

Top minimums for reporters and display salesmen are increased

\$4.75, to \$171.25, retroactive to Jan. 12, 1965, at the Bee and to June 1 at the Union. The tops for outside classified salesmen, increased \$4.30 retroactive to the same dates, are raised an additional \$4.70 to \$156.25, effective with contract signing.

Three position minimums in the Bee editorial department are increased \$4.75, to \$177.50, \$182.50 and \$186.25, respectively, and new minimums of \$177.50 for supervising artist and \$80.45 for chief copy boy are established.

At the Union, the display copydesk minimum is up \$8.95, to \$143.45, and new minimums are established for ad clerks (\$110.95 top), business-office collectors (\$85.90), lift operators (\$110), and janitor-laborers (\$75.30).

A new automation clause at the Bee provides six months' notice of new equipment or technological changes involving retraining or a reduction in employment opportunities.

The Union contract also increases the company's health-insurance and life-insurance contribution \$1.17 a month, to \$12, reduces the service requirement for a fourth week's vacation from 24 years to 19, and raises the severance-pay ceiling two weeks on signature and two more next June 1, to a total of 40.

ANG 'Shocked' At Murder Of Vietnam Editor

ANG this week voiced shock and grief at the Vietcong's Dec. 30 assassination of South Vietnamese editor Tu Chung, an outspoken foe of the Vietcong.

ANG Secretary-Treasurer Charles A. Perlik, Jr., wrote the Vietnam Union of Journalists expressing the Guild's horror at the murder.

Tu Chung, editor-in-chief, and Dang Van Sung, publisher of the Saigon newspaper Chinhluan, were threatened Oct. 15 in a letter from a Vietcong commander. Copies of the letter were sent to all Saigon newspapers.

The assassination occurred as Tu Chung was arriving home.

"Any murder," Perlik wrote the Vietnamese union, "is in itself horrible. But this one, a clear act of terrorism aimed at silencing a newspaperman's voice because he had opposed a political point of view, affects us more because it is the ultimate attack upon an ideal which we of the newspaper field hold so dear—the right to express our views in print. It is the ultimate attack on freedom of the press.

"We, like you, hope for peace in Vietnam and in all the world. We especially hope for the end of vicious, inhuman actions such as this one."

Reports Due, Locals Told

The deadline is approaching for annual financial statements by locals to ANG and federal and state agencies, ANG Secretary-Treasurer Charles A. Perlik, Jr., has reminded all locals.

Perlik, in a letter to local treasurers, pointed out that the ANG Constitution requires the filing of an annual audit with ANG within 90 days after the end of the local's fiscal year.

U. S. laws require financial reports to the Office of Labor-Management and Welfare-Pension Reports within the same period and to the Internal Revenue Service by the 15th day of the fifth month following the close of the fiscal year.

Some states also require financial reports, he noted.

Flu Shots Sponsored

San Diego, Calif.—The San Diego Guild last month concluded a program of Asian flu inoculations for all employees of the San Diego Union-Tribune and their families. The two-shot spray-gun series was given in November and December.

Borstel, Lewis Enter Service Award Contest

With the deadline for nominations for ANG's 1966 Guild Service Award two weeks away, two more nominees have been advanced for the award.

They are Jerry H. Borstel, chairman of the Washington Guild's Baltimore Sunpapers Unit during its 47-day strike last spring, and Howard D. Lewis, president of the Albany Guild.

Both were nominated by unanimous vote of their locals' executive boards. Previously nominated were Barbara Finkelstein Wicklund, president of the North Jersey Guild, and Joseph Eisenberg, chairman of the Guild's New York Times Unit.

The deadline for nominations is Feb. 1.

Borstel led his unit's successful fight against a company challenge to its bargaining rights last February and was a key member of the bargaining committee as well as the unit's leader in the strike that followed. A member of his local's executive board, he is unopposed for vice president in this month's local elections.

Lewis, active on Guild committees since 1954, served as picket captain in the Guild's 1964 strike against the Times-Union and Knickerbocker News and was elected president for 1965 shortly thereafter. An executive-board member for six years before that, he is a trustee of the Guild-company pension plan.

The award, given annually for outstanding service at the local-union level, consists of a scholarship of up to \$1,000 for a course of trade-union education.

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 offices.

Nominations must be by action of the local executive committee or representative assembly.

Feb. 1 Deadline Set In Stokes Award

Guild locals have been notified of a Feb. 1 deadline for entries in the annual Thomas L. Stokes Award contest.

The Stokes Award Committee is offering a \$500 prize for the best writing in a U.S. or Canadian daily newspaper on the development, use and conservation of natural resources.

Ellis T. Baker, editor of the Guild Reporter, is a member of the Stokes Award Committee's board of trustees.

Entries Arriving In Broun Contest

Initial entries are arriving in the Guild's 25th annual Heywood Broun Award contest.

The contest, which carries \$1,000 in cash and a Guild citation, is given annually for work done in the spirit of the Guild's founder and first president. All persons employed within Guild jurisdiction on newspapers, magazines, wire services or radio and television stations are eligible.

The winner will be announced at a special anniversary dinner Feb. 14, to which past winners have been invited.



MEMENTO: Alexander (Scotty) MacDonald, right, retiring chairman of the Boston Guild's Record-American Unit, receives a cartoon testimonial from fellow Guild members. From left, Joseph B. Downey, local president; Michael Kelly, new unit chairman, and T. W. Leggett.

Strike, Lockout Benefits Taxable Under U.S. Law, Locals Advised

Citing Internal Revenue Service and Tax Court decisions during the past year, Secretary-Treasurer Charles A. Perlik, Jr., has renewed advice to locals that ANG strike and lockout benefits are federally taxable as income.

Local benefits "may or may not be taxable, depending upon the character of the benefit in particular cases," Perlik added in a letter to Guild locals in which benefits were paid during 1965.

Perlik cited three recent cases that have reinforced ANG's opinion that benefits should be listed as taxable income on federal returns.

The most far-reaching, he said, was a Tax Court decision in St. Louis last January. In that case, a St. Louis Guildsman contended that benefits paid during the Guild's 1959 Globe-Democrat strike were not taxable, citing a Supreme Court decision exempting benefits paid by the United Automobile Workers during the prolonged Kohler strike.

The court held that the UAW benefits were of a different character, Perlik noted, finding that "benefit payments received by the Guild member from ANG and the local represented gross income and were not a gift excludable from gross income under the Internal Revenue Code."

More recently, he reported, Internal Revenue has notified the Twin Cities Guild that its members must pay taxes on benefits received during a 1962 Teamsters' strike in Minneapolis. The local is appealing the case.

In New York, Perlik added, Internal Revenue has rejected similar claims by Guild members covering benefits received during the 1962-63 printers' strike, although a refund was paid in at least one case.

"The above decisions specifically hold that lockout benefits, for tax purposes, are legally no different than strike benefits," Perlik said.

In view of these decisions, he told, locals, ANG recommends "more strongly than ever" that they advise members that benefits are taxable.

A 1958 case in which Peoria Guild strikers received refunds of taxes paid on benefits was apparently an exception governed by other than legal considerations and probably won't be duplicated," he stated.

'63 Award Winner Dies In Portland

Portland, Ore.—Harold Hamstreet, who received the Portland Guild's Cowling Award in 1963 for promoting Guild ideals, died here Dec. 28 at 70.

The award honored Hamstreet for his aid to Guildsmen on strike against the Portland Oregonian and Oregon Journal. He had worked an early-morning trick each day on the copy desk of the Portland Reporter, the unions' strike paper, before putting in a full shift at his own printing shop.

He turned over his Reporter earnings to the Guild to aid striking members working on the Reporter.

A 1917 graduate of the University of Oregon, Hamstreet had worked on newspapers in Portland and had owned his own weeklies. He was within a few months of retirement at the Journal at the time of the Portland strike in 1959.

Reuse Clause Nets Up To \$260

Chicago, Ill.—Lump-sum payments of up to \$260 were added to the pay checks of 57 Chicago Daily News and Sun-Times staff members this month as the first returns on a "reuse clause" negotiated by the Chicago Guild in last year's bargaining.

The clause provides that employees who are regular by-line contributors to the Daily News

wire service receive \$5 for each week they have contributed, payable annually.

The top amount went to Washington correspondents as well as to a number of critics, columnists, special writers and correspondents based in Chicago. Varying sums went to other employees whose work was used on the wire at least 12 times during the year.

Canada Chain Adds Toronto Globe & Mail

Toronto, Ont.—The Toronto Globe & Mail has joined FP Publications Ltd. to make the chain Canada's largest newspaper group.

An exchange of shares bringing the liaison into effect was announced to Globe & Mail employees Dec. 22. Publisher James L. Cooper said the step was designed to insure the paper's future against the danger of a forced sale to meet inheritance taxes.

With the Globe & Mail's adherence, FP Publications will have eight dailies with a total circulation of 776,800, compared to a circulation of 762,900 for Southam Press Ltd.'s ten dailies and 311,500 for 27 Thomson newspapers.

The FP group, headed by G. Max Bell, includes the Vancouver Sun, Ottawa Journal, Victoria Times and Colonist, Calgary Albertan, Winnipeg Free Press and Lethbridge (Alta.) Herald. It also owns the Free Press Weekly Farmers' Advocate.

Cooper said there would be no change in the management of the Globe & Mail, where the Toronto Guild is preparing to negotiate a new editorial contract to replace one that expired Dec. 31. Guild members have voted to give bargaining priority to job and union security, wages and pension improvements.

Tampa Dailies Sold To Richmond Papers

Richmond, Va.—Richmond Newspapers Inc., publisher of the Richmond Times-Dispatch and News Leader, last week purchased the Tribune Co. of Tampa, Fla.

Besides two Tampa dailies, the morning Tribune and evening Times, the Tribune Co. owns two radio stations, a television station and a subsidiary that publishes the weekly Largo Sentinel.

Although the total purchase price was not announced, Richmond Newspapers announced it had assumed a 17.5-million-dollar long-term debt.

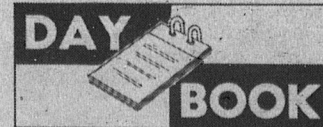
Film Producer Buys Nation Magazine

New York City—The century-old Nation, which lays claim to being "the country's oldest independent journal of opinion," has been sold for an undisclosed price to James J. Storrow, Jr., a film producer and director of several manufacturing concerns.

Storrow purchased the magazine from George G. Kirstein, its publisher since 1955. Kirstein announced that all staff members, who are covered by a New York Guild contract, will remain in their jobs.

Kirstein said the Nation "is in the best condition it has enjoyed for years," with a circulation "higher than at any time during the decade" and "increasing at a satisfactory rate."

Current circulation is 28,000.



Pennsylvania - Ohio - Indiana District Council, ANG Regional Training Institute on Collective Bargaining, Jan. 22-23, Neil House, Columbus. Midwest District Council, ANG Regional Training Institute on Collective Bargaining, Jan. 29 and 30, Sheraton-Chicago Hotel, Chicago. International Executive Board, quarterly meeting, Feb. 14-17, ANG headquarters, Washington. Middle Atlantic District Council, quarterly meeting, March 5 and 6, Philadelphia.

ANG Quarterly Audit

Following is the quarterly report of ANG's financial standing and General Fund operations for the 1965-66 second quarter, ending Oct. 31, 1965, as audited by Sidney S. Shulman & Co., as well as the third-quarter budget as authorized by the International Executive Board:

Statement of Condition of General Fund, 10/31/65

ASSETS	
Cash in banks and on hand	\$134,091.35
Advances receivable	7,957.31
Loans receivable	17,951.93
Exchanges receivable	4,011.90
Deposits	1,650.00
Investment	100.00
Total Assets	\$165,762.49
LIABILITIES	
Exchanges payable	\$ 3,239.72
Payroll taxes payable	1,224.33
Total Liabilities	\$ 4,464.05
RESERVES	
For severance pay	\$ 95,385.63
For International Affairs activities	3,000.00
For Lowell Mellett Fund	27,337.02
For 1966 Convention	6,000.00
Total Reserves	\$131,722.65
Surplus at October 31, 1965	29,575.79
Total Liabilities, Reserves and Net Worth	\$165,762.49

Statement of Condition of Defense Fund, 10/31/65

ASSETS	
Cash in checking account	\$ 1,001.96
Cash in savings accounts	4,181.00
A.T.A. Bond	26,480.00
Loans receivable	28,622.00
Scripps-Howard Investment Corp. stock	116,000.00
Canada Permanent Mortgage Corp. debentures	5689,796.32
Total Assets	\$689,796.32

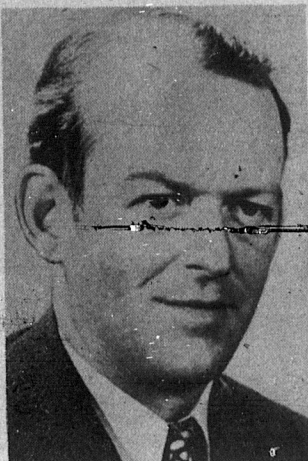
Income & Expense, General Fund, Quarter Ending 10/31/65

INCOME	
Membership Income:	\$129,380.48
Per-capita taxes	4,181.00
Initiation fees	202.00
Reinstatement fees	9,939.22
Agency fees	1,281.49
Servicing salaries paid by locals	4,296.64
Servicing expenses paid by locals	626.33
Guild Reporter income	1,088.27
Research Department sales	1,035.50
Total Income for Quarter	\$142,092.21
EXPENSES	
Per-capita taxes	\$ 7,295.52
Organizing and servicing	41,899.38
Collective bargaining	9,939.22
Research and Information	4,476.05
Guild Reporter	14,750.05
Executive expenses	10,069.08
Administrative expenses	23,529.19
Other expenses	23,873.19
Total Expenses for Quarter	\$135,896.68
Operating Surplus for Quarter	\$ 6,201.53

General Fund Budget & Expense, Quarter Ending 10/31/65

	2nd Quarter Budget	2nd Quarter Expenditures	3rd Quarter Budget
1. Per-Capita Taxes	\$ 7,400.00	\$ 7,295.52	\$ 9,300.00
2. Organizing and Servicing			
Salaries—IRs	\$ 29,500.00	\$ 28,363.49	\$ 29,500.00
Secretary-stenos	750.00	722.56	750.00
Expenses—IRs	12,000.00	12,053.57	12,000.00
Miscellaneous	1,500.00	758.76	1,500.00
3. Collective Bargaining			
Salaries—Director	\$ 3,445.00	\$ 3,445.00	\$ 3,445.00
Executive Secretary, Contracts Committee	2,756.00	2,756.00	2,756.00
Secretary-stenos	750.00	722.56	750.00
Statistician	2,164.50	1,831.50	2,164.50
Pension consultant	700.00	675.00	700.00
Expenses—personnel	1,000.00	999.19	1,000.00
4. Research and Information			
Salaries—Director	\$ 1,722.50	\$ 1,722.50	\$ 1,722.50
Assistants	1,150.00	1,239.00	3,711.50
Secretary-stenos	750.00	722.56	750.00
Expenses—Director	150.00	136.55	400.00
Assistants	75.00	—	75.00
Books and periodicals	125.00	—	125.00
Subscriptions	125.00	84.00	125.00
Other printed material	100.00	4.50	100.00
Publications and literature	1,000.00	529.88	400.00
Contracts Survey	2,000.00	—	2,000.00
ANG Manual	500.00	—	500.00
Organizing and other literature	200.00	37.06	500.00
Training conferences	—	—	400.00
Miscellaneous	\$ 7,948.00	\$ 4,476.05	\$ 10,459.00
5. Guild Reporter			
Salaries—Editor	\$ 1,722.50	\$ 1,722.50	\$ 1,722.50
Assistants	3,711.50	3,406.00	3,711.50
Clerical	675.00	633.75	675.00
Expenses—Editor	50.00	41.26	50.00
Assistants	150.00	396.80	150.00
Printing and mailing	8,000.00	5,864.11	8,000.00
Postage	1,750.00	1,580.76	1,750.00
Pictures and special material	500.00	396.46	500.00
Addressing	325.00	667.51	400.00
Miscellaneous	150.00	40.90	150.00
6. Executives			
Officers' salaries	\$ 7,858.50	\$ 7,858.50	\$ 7,858.50
Officers' expenses	2,000.00	2,210.58	2,000.00
7. Administrative Expenses			
Salaries—Office manager	\$ 2,398.50	\$ 2,398.50	\$ 2,398.50
Secretary-stenos	2,250.00	2,167.57	2,250.00
Bookkeeping department	2,750.00	2,739.74	2,750.00
General clerical	675.00	633.75	675.00
Rent and maintenance	5,000.00	4,650.00	5,000.00
Stationary and supplies	1,500.00	894.43	1,500.00
Equipment	500.00	54.08	500.00
Telephone and telegraph	3,000.00	2,978.51	3,000.00
Repairs and improvements	200.00	109.75	200.00
Postage	1,250.00	833.50	1,250.00
Auditing	650.00	650.00	650.00
Insurance and bonding	—	222.28	—
Employees' pensions	2,750.00	2,657.46	2,750.00
Employees' health and welfare	2,000.00	2,427.24	2,000.00
Miscellaneous	400.00	112.33	400.00
8. Other expenses			
Legal fees	\$ 3,000.00	\$ 2,275.19	\$ 3,000.00
Payroll and other taxes	1,000.00	712.75	3,000.00
Contributions and tickets	500.00	1,425.00	500.00
Brown Award Expenses	—	122.52	250.00
Guild Service Award	—	1,000.00	1,000.00
Delegates and committees	1,300.00	2,644.58	1,500.00
IEB meetings	5,000.00	3,690.52	5,000.00
Severance-pay provisions	3,000.00	2,965.60	3,000.00
Moving expenses	400.00	236.90	400.00
1966 Convention reserve	3,000.00	3,000.00	3,000.00
1965 Convention expense above reserve	6,000.00	5,800.13	3,000.00
AFL-CIO Convention			
	\$ 23,200.00	\$ 23,873.19	\$ 26,150.00
Totals for Quarter	\$145,529.50	\$135,896.68	\$152,890.50

Seltzer's Post At Press Goes To Boardman



THOMAS L. BOARDMAN

Cleveland, Ohio — Thomas L. Boardman, long-time Cleveland Guildsman and a member of the local executive board for five years, this week succeeded Louis B. Seltzer, veteran editor of the Cleveland Press.

Seltzer retired Jan. 10 after 37 years in the post.

Boardman was a Guild member from 1939 until he left the Press in 1961 to become editor of the Indianapolis Times. The Times—like the Press, a Scripps-Howard paper—was closed last October.

Boardman, a labor reporter, assistant city editor and editorial writer during his 22 years on the Press, was an executive-board member from 1947 through 1949 and again in 1952 and 1956. He won three Guild awards for editorial writing, including one for an editorial on the Guild's 1956 strike against the Press.

SFONG Joins In Drive To Aid Grape Strikers

San Francisco, Calif. — The San Francisco-Oakland Guild is joining unions throughout California in extending moral and material support to 3,000 Mexican and Filipino grape pickers on strike for union recognition and a living wage in the San Joaquin Valley vineyards near Delano.

Meanwhile, union members and civil-rights workers have been picketing liquor stores and supermarkets in a nationwide boycott, urging shoppers not to buy products of the struck fields, including those of Schenley Industries, one of the major growers.

The Guild is contributing \$75 a month to the AFL-CIO Agricultural Workers' Organizing Committee, which is prosecuting the four-month-old strike in collaboration with the National Farm Workers Association.

In addition, a Guild committee headed by Peter Y. Sussman has collected large amounts of food, clothing and money for the strikers, whose right to organize has no legal protection and who earn barely \$2,000 a year.

The AFL-CIO convention here last month, giving full support to the strike, termed it "the first big step in organizing farm workers in California to break the grip of exploitation and poverty they are held in by the growers."

Guild bulletin boards in San Francisco have been posted with leaflets giving the background of the strike and calling for a boycott of Schenley products and grapes produced by struck growers in the Delano area.

IT SEEMS TO US

Schenley Ad Draws Protests In Strike

BERKELEY, CALIF.

Editor:

It was saddening to see in the Dec. 10 Guild Reporter an advertisement for "100% Union Made (liquor) products by Schenley."

May I suggest that Schenley would very much like, through advertising in union newspapers, to counteract the effects of a burgeoning, striker-sponsored boycott of Schenley products.

Schenley owns the second largest vineyard in the Delano, Calif., area, which is currently involved in one of the most promising efforts to date to organize agricultural workers.

The grape pickers' strike, run by the National Farm Workers' Association and the AFL-CIO Agricultural Workers' Organizing Committee, has as its prime target the Schenley vineyards and the DiGiorgio vineyards. If these firms can be forced to capitulate, a "New Deal" will have been won for the nation's agricultural workers, who were passed over in the unionization and social-welfare revolutions of this century.

Schenley's products are union-made—in the distilleries. But the pickers in its vineyards have been refused union recognition and denied a living wage.

The San Francisco-Oakland Guild is raising funds, food and clothing for the striking grape pickers.

Guild members owe the strikers and the Schenley boycott all the

assistance it is in our power to give.

PETER Y. SUSSMAN

San Francisco-Oakland Guild

FRESNO, CALIF.

Editor:

It was in great anger that I noted the false ad for Schenley products which appeared on page 7 of the Dec. 10, 1965, Guild Reporter, which I received Dec. 24.

Schenley products are not 100 percent union. The field workers on the company's huge 3,500-acre grape ranch near here are not union. They have been on strike for nearly four months now to gain union recognition and decent wages. The strike is certified by the California Department of Employment.

The striking unions have asked for a boycott of Schenley products, and fresh grapes from the other struck ranches. Dec. 16 Walter Reuther appeared in Delano to pledge support and back the boycott of Schenley.

I should think it would be in order to print a correction to this ad and to refrain from any more such advertising from Schenley until the strike is settled.

GEORGE BALLIS

Editor

Valley Labor Citizen

SAN JOSE, CALIF.

Editor:

I am not only amazed but dumfounded and chagrined that the Guild Reporter would accept an ad from Schenley in which the distillery represents itself (falsely) as providing "100% Union Made products."

Evidently your advertising department knows absolutely nothing of the strike by grape pickers in the Delano, Calif., area, to which the AFL-CIO, through Walter Reuther, has pledged \$5,000 a month until the million-acre grape growers—including Schenley—bargain collectively with the AFL-CIO Agricultural Workers' Organizing Committee.

For your information, through the militant action of Bay Area unions, several liquor stores already have taken Schenley products off their shelves.

It would seem to me, therefore, that a publication of a newspaper union would be aware of the obvious facts.

WILLIAM W. CHANCE

San Jose Guild

Editor's Note: The issue of the Guild Reporter containing the Schenley ad went to press before the nationwide boycott of Schenley products was mounted, and the paper was already en route to subscribers by the time the GR learned of the action.

The GR regrets the appearance of the ad and has notified its advertising representative and Schenley's that it will accept no further Schenley advertising until the strike has been settled.

The GR is donating the proceeds from the ad to the strikers, and Alex Smith, president of Trade Union Advertising Inc., the GR's advertising representative, is doing likewise with the agency's commission. In addition, Secretary-Treasurer Charles A. Perlik, Jr., announced, ANG is matching these donations with an equal donation of its own, making a total contribution of more than \$150.

A story on the strike and boycott appears elsewhere on this page.

Meat Cutters Launch Tyson Poultry Boycott

Fayetteville, Ark. — The Amalgamated Meat Cutters and Butcher Workmen is seeking nationwide support for a boycott of Tyson Poultry Inc. of Springdale, Ark., where the union has been striking for an initial contract since August.

The union said the company, which has been operating with strikebreakers, produces poultry under the following labels: Tyson's Pride, Dover Cornish and Roasters, Old American Roasters, Patti Jean Cornish and Roasters, Manor House (sold by Safeway), Ocoma Foods and Wishbone (sold by Kroger).

