

The GUILD REPORTER



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U.S. Urged To Prevent Merger; N.Y. Guild Set For Strike Action



STRATEGY SESSION: Newspaper-union leaders weigh their course of action at a Washington meeting before protesting the New York newspaper merger to the Justice Department. From left, ANG Executive Vice President William J. Farson; Thomas J. Murphy, executive vice president of the New York Guild; Thomas V. Laura, president of the New York ITU Mailers; Joseph Baer, president of the Newspaper and Mail Deliverers, and James M. Byrne, president of the New York Pressmen.

Threat Seen To Post; 900-Job Cut Planned

The proposed merger of the New York Herald Tribune, Journal-American and World-Telegram & Sun would create a newspaper behemoth that would threaten survival of the city's other remaining afternoon daily, newspaper-union leaders told the Justice Department last week.

Urging the department to subject the papers' claim of financial losses to searching scrutiny, they asked Asst. Atty. Gen. Donald F. Turner to act against the merger even if he finds the papers are losing money as individual publications.

Turner, who said FBI accountants and other investigators were poring over the companies' books, indicated that the department's position on the merger depended largely on whether it finds the papers are failing enterprises.

A decision was still being awaited from the department at midweek, seven days after the expiration of a ten-day merger notice from the publishers. A department spokesman said yesterday that an announcement probably would not be made until next week.

The papers had indicated they hoped to effect the merger by April 11, but Turner said he doubted they would act without the department's clearance. They reportedly have set their plans back by at least a week.

Turner declared that the department would ask the publishers to delay implementation of the merger if it needs more time to decide, and said he expected the publishers would comply.

ANG Executive Vice President William J. Farson and International Typographical Union President Elmer Brown joined New York union leaders and attorneys who traveled to Washington for the conference with Turner March 30.

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New York City — The New York Guild this week began to clear the decks for strike action against any attempt to merge the Herald Tribune, Journal-American and World-Telegram & Sun without prior agreement on contract terms.

Strike headquarters were set up near each of the three newspaper plants in the wake of the publishers' disclosure that they propose to eliminate more than 900 of 1,790 Guild jobs on the three papers.

Strike-benefit forms were being filled out at all three units. The units, whose contracts expired in March 1965, authorized strike action during negotiations more than six months ago.

Thomas J. Murphy, the Guild's executive vice president, said this week that if the publishers attempt to implement the merger without full agreement, "Guild members will not work for the new company."

Unless the publishers change their present stance, he told a mass meeting of the three units later in the week, "I don't see how this can be settled without a strike."

Pledging that the Guild would fight against the loss of jobs, he declared: "If the only way they can publish is by dismembering us, then I think we have an obligation not to let it happen."

The April 6 meeting, attended by more than 1,000 members, voiced full confidence in the Guild negotiators.

The Newspaper and Mail Deliverers' Union, confronted with a publisher refusal to negotiate a new contract for the merged company, has also voted to strike if the merged papers try to operate without a settlement.

The publishers contend the three papers' existing contracts with all the mechanical unions

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Boston ITU Walkout Ends; Papers Yield On Wages

Boston, Mass. — Boston's 32-day newspaper strike ended this week after the publishers abandoned their insistence that ITU printers and mailers accept a welfare-pension package instead of a wage increase.

Under an agreement ratified April 5, the publishers will pay wage increases of \$15.40 over three years, plus an additional 90 cents to maintain present fringe benefits.

Eight hundred Guild members on the struck papers—the Boston Globe, Record-American and Herald and Traveler—began returning to work April 5, when the agreement was ratified. The print-

ers ratified by 746 to 340; the mailers, by 158 to 31.

The papers were to resume publication today.

The printers and mailers struck March 6 after 18 months of bargaining had failed to alter the publishers' insistence that a proposed two-year increase go into a new \$100-a-month pension plan and improved medical and hospitalization insurance. The publishers' two-year offer, valued at \$8.30, had previously been accepted by several other unions.

Under the new agreement, reached April 2, the printers and mailers will receive \$4.10 a week retroactive to Jan. 1, 1965, \$4.20

retroactive to Jan. 1, \$2 from the date of return to work, and future increases of \$3 on Jan. 1 and July 1, 1967. Pension and insurance money will be taken from the first increase.

The pension program will be administered jointly by union and company trustees rather than unilaterally by the company, as heretofore.

Four other unions that have not yet reached settlements—the Stereotypers, Electrical Workers, Machinists and a Teamsters local representing newsprint drivers—returned to work while bargaining continued.

The printers and mailers reported on the settlement at an April 5 meeting of the interunion council being organized by Boston newspaper unions. The council has met informally three times pending the completion of bylaws.

The companies had argued earlier that the printers' and mailers' refusal to accept the welfare-pension package would endanger an improved welfare-pension program previously accepted by the Pressmen, Paper Handlers, Photoengravers, an Oil, Chemical and Atomic Workers local representing garage mechanics and a Teamsters local representing circulation drivers.

The ultimate settlement left their benefits unaffected, however, according to federal mediator William Rose. The reduction in the number of participants in the welfare program will require only technical changes, he said.

The Guild last fall won a \$7 wage increase and \$1 in pension money in two-year contracts at the Record-American and Herald and Traveler.

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Newspaper Profit Rate Seen Headed For 20%

As newspaper revenue increases, newspapers should earn a profit of \$20—or 20 percent—on every \$100 in added income, says a Chicago newspaper analyst.

Cooke Coen of the Newspaper Analysis Service said that, as a result, his 1965 statement that newspapers should operate at a minimum net profit of 15 percent before taxes should now be "upgraded."

The average before-tax profit of all U.S. manufacturing corporations in 1965 was 9.5 percent, according to government figures. Coen, writing in Editor & Publisher, made his observation in an analysis of the operating figures of a typical 240,000-circulation daily, which earned 19.5 percent before taxes last year, up

.3 percent from 1964 to \$2,726,937.

Coen, in upgrading the percentage of revenue a paper can expect to retain, added that there is "every indication that revenues will continue to increase."

The paper's profits have increased 8.4 percent since 1962, Coen noted, climbing by \$112,856.

The newspaper, he added, was able to realize a wage saving of \$69,367 through partial automation of the composing room without any reduction in the number of employees. The number of man hours per page was reduced from 10.64 in 1962 to 10.01 last year.

Another paper, he reported, was able to effect a saving of \$55,590 by a reduction of 1.02 man hours per page resulting from automation, again without loss of jobs.

Hearst's \$230,000 Suit Against L.A. Guild Fails

Los Angeles, Calif.—A federal judge last week dismissed a \$229,635 damage suit brought by the Hearst Corp. against the Los Angeles Guild and Pressmen's Local 18 after the Guild's strike against Hearst's Herald-Examiner last November.

Judge Albert T. Stephens, Jr., ruled March 29 that the company, which had accused the two unions of "conspiring" to have pressmen observe Guild picket lines in violation of the Pressmen's contract, had no claim at all against the Guild.

And he upheld the Pressmen's contention that the company's complaint against them was a matter for arbitration rather than

for damage-suit action.

He dismissed the suit against the Guild outright and stayed the action against the Pressmen pending arbitration of the charge. The Pressmen had filed an affidavit expressing willingness to submit the case to arbitration.

The company's suit against two officers of the Pressmen's union also was dismissed on the grounds that it duplicated the charge against the union, which the judge held was the only party that could be held liable.

Judge Stephens said the court lacked any grounds for penalizing the Guild in view of the fact that its picketing was an activity protected by federal law.

Father To Son Unit Post 'Inherited'



Time Inc. Photo by Margaret Norton
THE KASTNERS, SENIOR AND JUNIOR
The Name Was Familiar

New York City—History may never repeat itself, but at Time Inc. it's making a game try.

For the second time in 20 years, a Kastner is chairman of the New York Guild's Time Unit.

Back in 1946, it was Joseph Kastner. This year it's his son, Jonathan.

The senior Kastner led the unit during the year it took its only strike vote. Although he is exempt from Guild membership now as copy editor, Guild members turned out in droves last October when he celebrated his 35th anniversary at Time, praising his role as both Guild leader and writing mentor.

His son became unit chairman only three months later. Although a Guild member for only three years, the younger Kastner has held several unit offices, headed its negotiating committee in the last round of bargaining, and this month was elected to the local executive board.

One of his first projects in office was putting out an April Fool's Day issue of the unit's shop paper lampooning Time's house organ, F.Y.I.

Portable Pensions, \$10.30 Won After Long Beach Strike Vote

Long Beach, Calif.—Participation in a new, areawide portable pension program, wage increases ranging to \$10.30 and automation protection have been won after a Los Angeles Guild strike vote at the Long Beach Independent and Press-Telegram.

The two-year settlement is patterned on that won at the Los Angeles Herald-Examiner after a one-day strike last November.

It was the Independent's original refusal to join an areawide pension program initiated by the Guild that led the unit to authorize strike action in February. Under the settlement, the company will contribute \$1 a week per employee to the new program starting next Nov. 23.

Similar contributions had previously been agreed to by the Herald-Examiner, the Orange County News, Triangle Publications' Racing Form and the News-Advertiser papers in Inglewood.

The Guild is pressing the pension program, as well, at the Hollywood Citizen-News and the Valley Times, where a strike also has been authorized. Management's refusal to agree to participation in the areawide program brought negotiations to the crisis stage this week, and ANG assigned International Representative Charles Dale to the scene.

Under the areawide plan, persons moving from one paper to another will carry their full pension credits with them. A Guild committee met with actuaries this week to initiate the program.

The Long Beach settlement raises the top minimum for reporters and photographers by \$5.05 retroactive to Nov. 23 and \$5.25 in November of this year, to \$174.80.

The top minimum for district managers will rise \$4.80 the first year and \$5 the second, to

\$157.80, which is \$10.50 higher than the equivalent top minimum at the Herald-Examiner.

The top for clerks rises \$3.80 and \$4, to \$104.80; that for telephone operators, \$3.80 and \$4.25, to \$105.55; that for drivers, \$4.30 and \$4.50, to \$130.80, and that for janitors, \$3.80 and \$4, to \$94.80.

The settlement also bans dismissals arising from the introduction of new equipment.

Mileage allowances have been increased to a flat 11 cents a mile, minimum mileage guarantees have been increased by 50 cents and \$1, and the severance-pay ceiling has been increased from 34 to 36 weeks' pay.

\$6-\$12 Pay Hikes Won On Long Island Dailies

New York City—Wage increases ranging from \$6 to \$12 are provided in new two-year contracts between the New York Guild and Newhouse's Long Island Press and Star-Journal.

Increases range from \$3.50 to \$6.50 retroactive to Jan. 27 and from \$2.50 to \$5.50 in the second year. Up by \$6.50 and \$5.50 are the top minimums for reporters and rewrite men, which go to

\$160.50 and \$165.50, respectively, and flat minimums for desk men and editors, which go to \$165.70 and \$177.50, respectively.

The severance-pay ceiling is increased by two weeks, to 56, and the service requirement for a fourth week's vacation is reduced from 12 years to 10. The contract requires four months' notice to the Guild of automated equipment.

Discussions will take place during the contract term on a hospitalization program, and a joint committee will be set up to evaluate jobs.

\$3.75 General Increase Negotiated In Peoria

Peoria, Ill.—A \$3.75 across-the-board increase has been negotiated by the Peoria Guild in a new one-year contract at the Peoria Journal-Star.

The increase will raise the reporter top minimum to \$138 and the top for district managers to \$133, retroactive to Nov. 15. The night differential has been increased 17 cents, to \$1.67 a shift.

The mileage allowance has been increased by 1 cent, to 10 cents outside the city, 9 cents inside.

1966 Convention Call Sent Out By Perlik

The official call for ANG's 1966 Convention July 25 through 29 went out to Guild locals last week. The convention will be held at the Sheraton-Park Hotel in Washington.

Secretary-Treasurer Charles A. Perlik, Jr., in issuing the call, asked that delegates' credentials and registration fees of \$25 per delegate or alternate be sent to ANG headquarters by July 15.

Convention representation is based on the average of monthly per-capita payments sent by locals to ANG during the 12-month period ending March 31.

Perlik pointed out that both the Landrum-Griffin Act and the ANG Constitution require election of convention delegates by secret ballot.

Perlik, noting that the 1963 Convention urged locals to submit proposed resolutions before the start of future conventions, suggested that four copies of any such resolution, signed by its supporters, be submitted to him at ANG headquarters. Submission of resolutions at the convention is not precluded, however.

The convention call pointed out that it has been customary practice for locals to submit requests for delegates' committee assignments to the secretary-treasurer well in advance of the convention. The International Executive Board will draw up proposed committees, based on these requests, for recommendation to the convention.

The Washington-Baltimore Guild, which will play host to the convention, has announced plans for a tour of the Naval Academy at Annapolis and a crab feast at nearby Sandy Point State Park for the traditional convention outing.

The opening cocktail party will be held at ANG headquarters and the closing party at the National Press Club. Jeanne Anderson is general chairman of convention arrangements.

COPE With It

Dollar-Drive Tips Issued

A "how to do it" for Guild dollar drives on behalf of the AFL-CIO's Committee on Political Education has been dispatched to all U.S. locals.

The outline for a model dollar drive, with suggestions ranging from the use of pretty girls as collectors to the avoidance of conflict with other fund drives, was prepared by James M. Cesnik, associate director of Research and Information.

It includes suggestions for a joint drive with other plant unions and the use of bulletin boards, local publications and other material, together with advice on timing and solicitation techniques. It concluded:

"The key to a dollar drive is probably simply having one, in some organized fashion, and asking for contributions. If Guild

Terre Haute: An Example

The Terre Haute Guild is the first to respond to ANG's 1966 COPE dollar drive—with a collection ratio that would place ANG well over its AFL-CIO quota if other locals follow suit.

Terre Haute collected dollars from 13 members, approximately 16 percent of its membership.

If other U.S. locals collect from the same percentage of their memberships, the Guild will have raised \$4,520—well over its quota of \$2,880.

members aren't asked, they can hardly be blamed for not contributing."

IT

SEEMS
TO US

No Merit-Pay Cuts Seen In Coast Pact

SAN FRANCISCO, CALIF.

Editor:

A funny thing happened in your letter column March 25: Someone inferred that the Guild had negotiated a contract which actually cut the wages of members—about 80 of them in the San Francisco-Oakland Local, according to Messrs. Murphy and Cruttenden.

The contract did no such thing. It gained raises ranging from \$10.50 to \$28.75 a week for each of the local's 1,000 members.

But the agreement did not give the letter writers the maximum raise—they "who followed the Broun lead" to personally negotiate over-scale wages.

This is because of the provision that will raise all top-scale members to \$200 a week by 1968. Those already above \$200 will get \$16 more, but those at the previous minimum of \$171.25 will get the maximum \$28.75 raise.

So, says the March 25 letter, there will be an "over-scale pay cut" of \$12.75—the difference between \$28.75 and \$16—for Murphy, Cruttenden and 78 others already making at least \$200 because their bosses realized "the

By ANG Convention action, letters shall be limited to 200 words and shall avoid libel and subjects detrimental to the Guild. Members subjected to personal attack shall be given opportunity to reply in the same issue, but publication of either attack or reply shall be confined to rebuttal of material already published.

Letters relating to elections or referenda to appear in the issue preceding distribution of ballots and subsequent issues preceding the start of voting shall be confined to rebuttal of material already published.

importance of recognizing merit and rewarding it with wages that are above the minimums."

I'd shed a tear if I could stop chuckling over the invoking of Heywood Broun to justify such curious reasoning.

DICK MEISTER

San Francisco Chronicle Unit

Merit-Pay Complaint Seen Without Merit

WASHINGTON, D.C.

Editor:

The complaint (GR, March 25) of the brothers from SFONG that their merit pay was "cut" as a result of the recent magnificent bargaining there echoes similar feeling here in Washington.

But their mathematics illustrates the trade-union nature of

the problem. If 80 people have to take a temporary and illusory "cut" for the greater good of 1,000 people, it seems to me that responsible Guild leadership must act for the greater good.

And I say temporary "cut" because most newspaper workers with the guts and ability to earn merit pay have the guts and ability to keep it when the scale goes up.

HARRIS MONROE
Administrative Officer
Washington-Baltimore Guild

GR Washington Column Held 'Best In Business'

STANFORD, CALIF.

Editor:

Congratulations on having the best Washington columnist in the business—Willard Shelton.

Too bad he can't be syndicated by ANG, thus bringing in a little money to the Guild's coffers and additional enlightenment about the Washington scene to us Western aborigines who may not be getting all the information we need from the usual Washington stable carried locally.

JEFF LITTLEBOY
Associate Editor
Stanford University
News Service

Guild Achieves Voice In CBC Pension Plan

Toronto, Ont.—The Canadian Wire Service Guild has achieved a limited voice in the operation of the Canadian Broadcasting Corp's pension plan.

After a protracted series of meetings following a unilateral management decision to integrate its pension arrangement with the government's new Canada Pension Plan, the company finally recognized the right of employee representatives to be consulted in pension matters, setting up a 10-member CBC staff committee.

The committee consists of one delegate from each of the five unions representing CBC employees, two delegates appointed by the company's 20-year clubs, one representing supervisors and one, confidential secretaries.

The Guild, acting in concert with the other four unions, objected strenuously when CBC took the unilateral decision to integrate its pension plan with the government's instead of stacking it on the federal plan to increase total pensions.

Guild representatives on the National Council of Broadcast Unions questioned the CBC's right to do what it pleased with its employees' money without consultation with the employees' bargaining agents and without accounting to either the employees or their bargaining agents as to what had been done.

"Paternalism rampant!" declared Clarence Delmage, one of two Guildsmen on the committee. "Shades of 1776—a form of taxation without representation!"

The company, while refusing to stack the pension plan, agreed to the establishment of a committee after an initial refusal to deal with the council and a union threat to seek a court injunction against the change.

The committee, in the company's words, will act as "an informed communication link with all employees in regard to the pension plan, review the benefits of the present pension plan, review its relationship to public plans, discuss proposed changes to the plan and recommend changes and modifications where necessary."

The Guild, however, regards it as only an interim step. In proposals for revision of its contract with CBC, the Guild is pressing for a clause requiring Guild approval of any pension changes.

Cleveland Hot-Copy Veto Illegal, Examiner Finds

A National Labor Relations Board trial examiner has found that the Cleveland Guild committed an unfair labor practice when its Plain Dealer members voted not to handle New York Times News Service copy during the New York Guild's 25-day strike against the Times last fall.

Examiner Sidney D. Goldberg said the Guild's action constituted a "partial strike" against the Plain Dealer, aimed at forcing it to cease doing business with the Times.

The examiner's opinion, which is subject to review by the full board, rejected the Guild's defense that its aim was not to force the Plain Dealer to stop doing business with the Times but to keep its members from being forced to handle "hot copy."

Ontario Labor Urges Injunction Ban



WITH GRATITUDE: Clifford Pilkey, left, president of the Oshawa and District Labour Council, receives a Guild citation from ANG Secretary-Treasurer Charles A. Perlik, Jr. The citation was one of seven voted by the International Executive Board to union leaders who helped the Guild win last winter's strike at the Oshawa Times.

L.A. Organizing Drive Spreads; 2 Votes Set

Los Angeles, Calif.—The Los Angeles Guild, with representation elections scheduled at two shops in the next two weeks, moved last week to augment its bargaining unit at the Long Beach Independent and Press-Telegram.

The Guild filed a National Labor Relations Board petition to represent 55 employees in the Long Beach classified-advertising department. The local already represents circulation, editorial and maintenance employees.

NLRB elections have been scheduled, meanwhile, at the Ventura Star-Free Press, where the Guild is seeking to represent 60 editorial, mail-room and circulation employees, and the City News Service, where it has filed for 23 editorial employees.

The City News election will be held April 14; the Ventura vote will take place April 21.

At Ventura, there will be a simultaneous vote on a Typographical Union bid to represent proof-readers.

The Guild filed at Long Beach after management refused to bar-

gain for classified employees despite a contract clause obligating the company to enter negotiations for any additional department in which the Guild obtained a majority. The company questioned the Guild's majority.

Guild Petition, Charge Dropped in Schenectady

Schenectady, N.Y.—The Albany Guild has withdrawn both a petition to represent circulation employees at the Schenectady Union-Star and an unfair-labor-practice charge accusing management of packing the unit by doubling its size after the Guild filed its petition.

The action followed word that the National Labor Relations Board would refuse to issue a complaint on the Guild's charge.

Chain Grows To 19

Newhouse Wins Springfield Battle

Springfield, Mass.—A five-year legal battle for control of Springfield's newspapers ended last week with a voluntary settlement awarding full ownership to S. I. Newhouse.

Acquisition of the Springfield morning News, evening News and Sunday Republican expanded the Newhouse chain to 19 papers plus a number of magazines.

Under a decree entered in Hampden County Superior Court, Newhouse's Newark Morning Ledger Co. acquires immediate possession of a 45-percent block of stock contracted for six years ago for \$2,320,000 from the estate of Sherman H. Bowles.

The stock, which was not to have passed into Newhouse's hands until September 1967, had been voted in the meanwhile by trustees of two employee pension funds, which owned a 15-percent interest outright, putting them in control.

The remaining 40-percent interest had been acquired by Newhouse for \$1,850,000 from de-

Toronto, Ont.—More than 300 unionists marched on Ontario's legislative offices here March 30 as labor carried its campaign to outlaw antipicketing injunctions to the provincial government. The drive was touched off by the Toronto Guild's 15-day strike against Lord Thomson's Oshawa Times.

A special submission on injunctions was a major part of the Ontario Federation of Labour's annual list of legislative proposals. It was made to Ontario Premier John Robarts and Labour Minister Leslie Rowntree.

An injunction against mass picketing has been issued against a second Ontario strike following its use at Oshawa. Twenty-six persons accused of picketing a Peterborough plastics plant in defiance of the injunction have been charged with contempt of court in a Textile Workers' strike.

At an Oshawa victory dinner March 25, ANG Secretary-Treasurer Charles A. Perlik, Jr., presented International Executive Board citations to officers of the Oshawa and District Labour Council and to leaders of several affiliated locals and other labor groups for their assistance in winning the strike.

The Oshawa Unit presented gifts to Orval R. McGuire, executive secretary of the Toronto Guild, and ANG International Representative Fred Jones in appreciation of their strike efforts.

Leaders of several international unions, acknowledging letters of thanks by Executive Vice President William J. Farson for their Canadian affiliates' contributions to the Oshawa victory, have promised similar aid in the future.

Both Paul Hall, president of the Seafarers International Union, and Thomas W. Gleason, president of the International Longshoremen's Association, said their organizations stand ready to assist the Guild whenever needed.

United Automobile Workers' President Walter P. Reuther offered his "heartiest congratulations" on the victory, and Steelworkers' President I. W. Abel indicated pride at the solidarity shown in Oshawa.

The Toronto Guild's executive this week moved to arbitrate the Times' refusal to give the full \$5 first-year increase won in the strike to three employees—including two bargaining-committee members—whose pay was over the minimum.

Premiums Rise On ANG Group Life Insurance

Premiums on ANG's \$1,000 Group Life Insurance Plan will rise five cents a month for Canadian members and two cents for U.S. members effective with March payments, ANG Secretary-Treasurer Charles A. Perlik, Jr., announced last week.

The Canadian rate will rise to 68 cents a month and the U.S. rate to 79 cents, Perlik said in a letter to local presidents and treasurers.

As in the case of a blanket five-cent increase last year, an adverse claims experience and an increasing age level of members covered by the policy are principally responsible for the increase, Perlik said. In the year ending Feb. 28, 1965, he noted, the plan ran at a deficit of \$4,513.

Premiums during the past year totaled \$47,853, he reported, up approximately \$4,600 as a result of the previous premium increase. Claims amounted to \$39,000, with three still pending at the year's close.

The premium increase is effective with March insurance payments, which are collected with local dues. A total of 5,560 members in 30 locals participate in the plan.

Perlik, responding to inquiries about the possibility of increasing benefits under the policy, said the Canada Life Assurance Co. has informed ANG that benefits could be increased to any level with a prorated premium increase if all participating locals agreed to the change.

An individual local could increase its benefits without a general increase, he added, but would face a proportionately higher premium for the extra coverage if the age level of its members was above the average of participating locals.

Sun-Times and Daily News, will launch its second suburban daily April 18.

The new paper, the Prospect Day, will be published in the affluent Mount Prospect and Prospect Heights areas. It follows the company's introduction Jan. 22 of the Arlington Day in the Arlington Heights district.

The papers will be printed in an offset plant at Lemont, Ill., which was purchased by Field last year along with 13 weekly papers. Facsimile equipment will transmit editorial and advertising copy to Lemont.

Toronto Telegram Buys 5 Weeklies

Toronto, Ont.—The Toronto Telegram has expanded into the suburbs with the purchase of five nearby weeklies.

The weeklies, with a combined circulation of almost 50,000, are the Newmarket Era, the Stouffville Tribune, the Ajax News-Advertiser, the Mississauga News and the Bramalea Guardian.

Field Set To Launch 2nd Suburban Daily

Chicago, Ill.—Field Enterprises Inc., publisher of the Chicago

Votes To Oust Union Restricted By NLRB

The National Labor Relations Board, in a major policy change, has ruled that an employer can no longer challenge the majority status of a certified union at the expiration of its contract by merely filing a petition for a new representation election.

The board will henceforth require the company to show "some reasonable grounds for believing that the union has lost its majority status since its certification." The requirement will apply to petitions filed both at contract expiration and when company ownership changes hands.

The Guild has experienced several such elections, the most recent at the Niagara Falls Gazette, where the Buffalo Guild last month was forced to reaffirm its majority in an NLRB election for the second time in three years.

The new NLRB policy was set forth in a decision dismissing a

petition by the U.S. Gypsum Co. for an election to decide whether employees at an Alabama quarry still wanted to be represented by the United Steelworkers. The company had acquired the plant a year ago; the Steelworkers had held bargaining rights since 1958.

The board dismissed the petition after deciding that there was "no objective evidence" that could "furnish a reasonable basis for the employer to believe that the union might have lost its majority status."

Under the old policy, a company could obtain an election without any showing of a good-faith doubt about the union's majority status. Under this policy, the board said, "the rights of the employees to be represented are jeopardized," and the union is compelled to "engage in endless election campaigning" at the end of each contract term or whenever the company changes hands.

Bargaining Seminars Set For Northwest, Colorado

An ANG regional training institute on "Collective Bargaining in the Sixties" will be held in Seattle April 23 and 24 for locals in the Pacific Northwest.

The institute will be conducted by Collective Bargaining Director J. William Blatz and Research and Information Director Ellis T. Baker. The Seattle-Tacoma, Vancouver-New Westminster, Eugene, Portland, Victoria and Great Falls locals are being invited to attend.

"Collective Bargaining in the Sixties," together with stewards' training, will be the topics of a seminar to be conducted by Baker and Blatz for Colorado locals April 30 and May 1.

The seminar, scheduled for Denver, will be attended by representatives of both the Denver

and Pueblo locals. The first day will be devoted to bargaining, the second to contract enforcement and building the union.

North Jersey Schedules Seminar For Negotiators

Elizabeth, N.J. — An ANG seminar on contract negotiation, designed to assist bargaining committeemen of three North Jersey Guild units with contracts expiring this year, will be held April 17 at the Rutgers Institute of Labor and Industrial Relations in New Brunswick.

The seminar, to be conducted by ANG Collective Bargaining Director J. William Blatz, will be combined with the local's quarterly membership meeting.



GUILD

BRIEFS

Los Angeles, Calif.—Members of the Los Angeles Guild are voting this month on a proposal to increase their dues from approximately 5 percent of a week's pay per month to approximately 6 percent.

The new schedule—equivalent to the amount local members have been paying for the past eight months in dues and a local assessment—would range from \$2.40 to \$12. The present sched-

ule ranges from \$2 to \$10.

The referendum will end April 15.

Sheboygan, Wis. — Sheboygan Guild President Gerald G. Graf is resigning May 1 to become legislative assistant to Rep. John A. Race, Wisconsin Democrat.



Graf will take the place of Charles E. Fisher, whom he succeeded as local president 18 months ago. Fisher has accepted a diocesan-communications post with the Roman Catholic bishop of Lansing, Mich.

Graf's successor will be elected at the local's annual meeting May 13.

Race, a Fond du Lac member of the International Association of Machinists, upset a seven-term Republican incumbent in 1964.

The first anniversary of the Washington - Baltimore Guild's strike at the Baltimore Sunpapers will be marked by a picnic at Patapsco State Park in Maryland April 17.



DAY BOOK

Pacific Northwest Institute on Collective Bargaining, April 23 and 24, Seattle.

Colorado Seminar on Collective Bargaining and Stewards' Training, April 30 and May 1, Denver.

New England District Council, ANG Regional Training Institute on Collective Bargaining, May 7, Portland.

Empire State District Council, quarterly meeting, May 21 and 22, Albany.

International Executive Board, spring meeting, May 23 through 27, ANG headquarters, Washington.

California-Nevada District Council, quarterly meeting, June 4 and 5, San Jose.

Middle Atlantic District Council, quarterly meeting, June 4 and 5, Asbury Park, N.J.

Thirty-third Annual ANG Convention, July 25-29, Sheraton-Park Hotel, Washington.

WE ALL owe a debt to Joe Liebling. He made press criticism noticeable and disreputable.

It seems to me that before Liebling, press criticism usually fell into two schools. One included professors of journalism who were ruthless in judgment of the press of the 17th Century and largely silent on the press of their own time. The other school included people like George Seldes and Upton Sinclair, who were great therapy but were dismissed by those who most needed to notice them because they were radicals.

Liebling wrote his criticism in the New Yorker, which carries advertising for \$25,000 flower vases. This is a medium publishers respect, so publishers read Liebling and, of course, damned him. He was perceptive, irreverent and witty. He placed press criticism into the mainstream of American literary and social commentary, probably the first press critic to be widely and regularly read simultaneously by publishers, reporters and by their serious readers.

The main thrust of his work came at a crucial time for newspapers, at the start of the current revolution in knowledge and literacy in the American population. American newspaper publishers, most of whom get apoplectic at the sound of Liebling's name, are in his debt, as are journalists and readers, for prodding the press of this country to treat their readers as intelligent citizens.

THERE are two important ways to improve newspapers, and I think we have gone very far with

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one and almost nowhere with the other.

The first is at the working level, with reporters. They and the owners share a common responsibility that I think of in terms of an earlier experience of mine.

One summer when I was in college I worked in a series of hash-houses on the Asbury Park boardwalk in New Jersey and during the leisurely moments after my 12-hour shifts killed my time watching the action in one of the many gambling parlors. It came to the attention of Louie, who controlled all the illegal gambling in town, that I never played, and he mistook this for purity of spirit when, in fact, it was merely cowardice wedded to poverty. He sent a henchman with an offer to pay my tuition in college for one year if I would make the collections on the slot machines Louie controlled in town.

I declined for reasons I am not clear about now, but probably because my father was a minister back in New England and I could see the Boston headlines: "Clergyman's Son Nabbed As Bagman." But I asked my friend why Louie picked on me, and he said Louie thought I had an honest face and explained, "Kid, there's one weakness in this business: If the first man touching the cash steals too much, you're ruined."

The working newspaperman is the first man to touch reality for most of his community. The reporter is at the coin box of life's slot machine—if he steals too much, the reader doesn't have a chance.

But that is not the end of the process. In Asbury Park the coins found their way to Louie, who kept them, after judicious contributions to the net worth of several indigenous burghers. In the newspaper business, the owner is the ultimate controller of the community's view of reality. If the boss steals too much, the reader doesn't have a chance, either.

MY FIRST newspaper job was in Springfield, Mass., where, before World War II, one man, the late Sherman Bowles, owned all four daily papers in town. Two of his papers were on one side of the political fence, and the other two on the opposite, which is to say that one pair of papers despised Franklin Roosevelt and the other pair merely loathed him.

One day President Roosevelt came to Springfield, and a reporter covering the story wrote that 75,000 people turned out. Sherman Bowles, who had not seen the crowd, was in the back room and saw the headline on the Page One proof with the figure 75,000 and simply reset it to read 25,000. He wiped out 50,000 people in a couple of minutes and barely got his hands dirty. The readers never had a chance, even though they had an honest reporter on the job.

(Some of you may remember Sherman Bowles. He broke the back-room unions with imported strikebreakers, and ten years later, when relatives of the strikebreakers went on strike, he ran into their picket line with a pickup truck.)

The moral of this story is not that all reporters are saintly and all publishers evil. It is that we have gone very far in cultivating excellence among reporters and done nothing about owners.

Reporters almost all have college degrees these days, a lot of them graduate degrees. The generality

By BEN H. BAGDIKIAN

of them know more, write better and a little more than those of a generation ago. But you may not know how to use them. Liebling dedicated one of his books to the school of journalism, failing which journalism can have meaning.

Well, there isn't any school for public relations. When the American Newspaper Association goes into conference they exchange news and quiz each other on the G. Product, but we'll never know because freedom of information by holding the secret.

The irresponsible or incompetent owner of a newspaper has always been a serious social evil. It is more urgent than ever because today we have a monopoly. We all know the drill. In 1880 there were 389 cities in the United States with daily newspapers, and 61 percent had more than one. By 1920 there were 1,300 cities with daily newspapers, and 43 percent with competition. Today there are 1,500 cities with dailies; 4 percent have no competition.

It is hard to see any reversal of this trend in the near future. We'll be lucky to preserve the status quo in the 60 cities that have competition. In the 60 cities that have no competition, the papers there seem to have no life. They are kept feeding trivia to a population that is increasingly sophisticated and discriminating. The competitors survive, it does not affect the monopolies.

I am even pessimistic about some of the

The accompanying text represents the Ben H. Bagdikian's A. J. Liebling Memorial Lecture at the annual convention of the International Association of Professional Journalists. The text will appear in the May issue.



Bagdikian, a former Guild member in the 1930s, was on the board of directors of the Mellett Foundation and responsible for the Mellett Foundation Press, initiated by ANG. He has contributed frequent press criticism to the Columbia Review.

was optimistic about. In 1947 he wrote:

"I believe that labor unions, citizens' organizations and possibly political parties yet unborn are going to back daily papers. . . . I cannot believe that labor leaders are so stupid they will let the other side monopolize the press indefinitely. . . . I also hope that we will live to see the endowed newspaper, devoted to the pursuit of daily truth. . . ."

IN 1947 it may have been possible to hope for these things. It is harder today. Do you remember the comedian Henry Morgan, who said after the war, "All you need to start a newspaper is courage, integrity and ten million dollars. And if you've got the ten million dollars you don't really need the courage and the integrity." Well, today you need 20 million dollars.

It would be a mistake to think that papers have not changed at all. They have. They are not so grossly biased or as rigid in their content as they used to be. If for no other reason, this happened because as they emerged as local monopolies they have been pressed to provide something for everyone in order to keep their circulation, and this has had the effect of absorbing the untouched portions of the population that once tempted formation of new papers.

Similarly, the paper has emerged as a publication with a number of appeals that carry it along even when one important ingredient is missing. One of these appeals is local advertising, the lack of which

ess Is It

hurt both the old PM and the Western Edition of the New York Times, not just in loss of revenue but in reduced reader appeal. Papers on the whole still have serious deficiencies, but they are not as vulnerable to new competition as they used to be.

I find it hard to be optimistic about two remaining options, at least in the near future. One is the possibility of a new basic process that will cut the price of producing a paper to a small fraction of the present cost. This may come, but we can't hold our breaths for the magic technological breakthrough.

THE OTHER way is the endowed or nonprofit newspaper, supported by a labor union or foundation. We need to be clear on what we are confronted with. There are 1,700 daily papers in the country, and in most cases the reader is dependent on just one of those papers. No union or no foundation can put out a local competitor to each of the existing commercial papers or even to many of the larger ones.

This is because we do not have in this country truly national papers, published in one place and distributed simultaneously or even on the same day in every part of the country. We lack these not primarily because of the geographical size of our country, though that is a factor. We lack them because more than any other country we are organized around local communities, which control their own schools, police force, property taxes and similar functions that are handled in other countries by national governments. So the local citizen needs news that no outside publication can give him, no matter how good that outside publication is.

So any daily newspaper started by a noncommercial backer with a view toward improving all of American journalism would be best printed in a major urban center, like Washington, and serve not as a substitute for all other papers but as a yardstick on national news treatment. It might be taken outside the capital by air mail or regular delivery by serious readers elsewhere, even as the New York Times is taken on most campuses. It would have to be rich, because to be good it would have to compete for talent and technical proficiency with the best existing publications.

And while I am in this depressing mood, let me add that I have reservations about an endowed paper. Endowed institutions, especially if they are involved with the commercial community and carry social and political content, almost inevitably become conservative with age and less sensitive to the new and the weak. They are like government regulatory agencies created to protect the consumer: After the first ten years they change sides.

In case there are any millionaires in the audience compelled to start yardstick newspapers, may I urge you to get a good liberal estimate by competent professionals on what it will take to start and run a first-rate metropolitan newspaper for five years, double the amount—since this is what it will really take—and then give it to the paper, no strings attached, and let it sink or swim. If at the end of five years the paper is not attractive enough to support itself, let it die and let a different millionaire start a different paper. We already have too many newspapers in this country that are insensitive to their readers and are running on sheer inertia.

Times Nets Record \$5 Million Despite 25-Day Strike Losses

New York City—The New York Times Co. pocketed net earnings of \$5,131,301 after taxes in 1965, despite the Guild's 25-day strike last fall.

Profits, which had quadrupled in 1964, rose another \$878,447 last year. Circulation and advertising both made gains despite strike setbacks.

Unlike some previous years, the greater part of the Times's earnings came from newspaper operations—\$3,961,412 as against \$2,668,748 in 1964. Dividends from the Times's Spruce Falls Power & Paper Co. actually declined, from \$1,584,106 to \$1,169,889.

In addition to net earnings, the Times realized an additional \$1,435,846 from income-tax adjustments and the exchange of its stock in Press Wireless Inc. for shares in the International Telephone & Telegraph Corp.

Times executives, who estimated after the strike that it would reduce earnings by 1.7 million dollars, said in issuing their annual financial report last week that part of the loss was recouped through augmented advertising later in the year.

Circulation losses were erased by the end of the year and new advances were being made, the Times reported, while advertising surged to an all-time high. The Times News Service added 26 subscribers, circulation of the paper's international edition rose to a record high, and sale of broadcast time on its radio station WQXR also reached a new peak.

First-quarter earnings for this year indicate continued gains, the report added.

Stereotypers, Engravers Set Merger Talks

Tampa, Fla. — The executive board of the International Stereotypers' and Electrotypers' Union voted last month to explore merger possibilities with the Lithographers' and Photoengravers' International Union.

The executive board's action at a meeting here followed membership approval of merger talks with other printing-trades unions. The board said it had decided after conversations with several unions that the Stereotypers, as an organization of plate makers, could best be served by merger with another plate-makers' union.

Representatives of the two unions will initiate merger talks here April 11 through 13.

The Lithographers and Photoengravers are also engaged in merger discussions with the Printing Pressmen.

Pressmen's President Anthony J. DeAndrade greeted the Stereotypers' decision as "a logical step" consistent with the Pressmen's objective of achieving "a total merger of all graphic-arts unions."

LPIU President Kenneth J. Brown, who will serve on the merger committee along with Stereotypers' President James H. Sanpson, expressed optimism that negotiations will be "speedily fruitful."

The merger move was also greeted by AFL-CIO President George Meany, who termed the move for a graphic-arts merger "a significant example of just what is needed to be done by the unions in many industries."

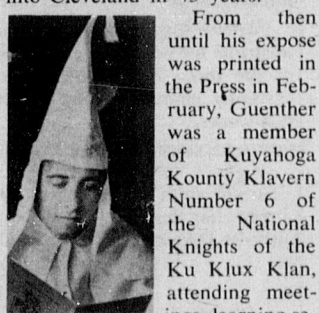


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"Hey—the Sunday editor of the Times just called, and he wants to know if you guys realize he's got an edition to get out!"

AMONG OURSELVES

Cleveland Press Guildsman Wallace Guenther donned Ku Klux Klan robes last November, one of 22 persons to be initiated into the Klan in its first sortie into Cleveland in 43 years.



Guenther participated in discussions on security precautions against spies in the Klan's ranks.

His series was the first intimate most Clevelanders had that the Klan was in their midst.

AUTHOR, AUTHOR: Hawaii Guildsman Scott C. S. Stone, assistant city editor of the Honolulu Advertiser, has published a first novel in paperback. Entitled "The Coasts of War," it is a fictionalized account of the U.S. Navy's exploits off Vietnam . . . Washington Guildsman Thaddeus A. Wittlin is the author of "Time Stopped at 6:30, The Untold Story of the Katyn Massacre." Wittlin has written two previous books, including "A Reluctant Traveler in Russia," the story of his two years in a Russian prison camp during World War II.

Two Detroit Guildsmen have moved to new posts in the labor movement. Hal DeLong, editor of the Detroit Labor News for 15 years and the Guild's first Associated Press steward in Detroit, has been named special assistant to Jerry Wurf, president of the State, County and Municipal Employees. Thaddeus Ogar, editor of the Michigan AFL-CIO News,

had been named news editor of the United Automobile Workers' publication, Solidarity. His successor at the AFL-CIO News is another Detroit Guildsman, Aldo Vagnozzi.

Los Angeles Guildsman William S. Hazlett, a reporter for the Long Beach Independent and Press-Telegram, talked a 17-year-old sailor out of committing suicide because he couldn't serve in Vietnam. Clinging to a 12th-story fire escape for two hours, Hazlett promised to publicize the youth's desire to serve in the fighting area while police closed in.

Dale Wright, winner of ANG's 1962 Heywood Brown Award for a series on migrant farm workers and author of "They Harvest Despair," a book on the same topic, has been cited by the Gentry Club, an organization of New York business and professional men.

Coast Crash Kills Ex-Unit Leader

Half Moon Bay, Calif.—Joseph Mittelman, former chairman of the San Francisco-Oakland Guild of the Call-Bulletin Unit, was killed in a March 19 plane crash here.

Mittelman, a flying enthusiast, was piloting a light plane when it crashed into a ridge in misty weather on a flight from Palo Alto. His wife, Edna, and a friend also died in the crash.

Mittelman was a 20-year member in San Francisco until he left the Call-Bulletin for an outside advertising job in 1960. He and his wife are survived by three children.



Mittelman

Unions Ask Justice Department To Block 3-Way N.Y. Merger

(Continued from Page 1)

ANG counsel Irving Leuchter told Turner that the Post, New York's only other afternoon daily, might find it difficult to survive against "the concentration of economic power" the merged papers could array against it.

Leuchter and others questioned whether the "failing-corporation" doctrine permitted a monopolistic merger when the papers' parent companies were all making money.

Newsweek magazine, reporting that the publishers have told the Justice Department the papers lost a combined total of 14 million dollars last year, said their parent firms — Hearst, Scripps-Howard and Whitney Communications Inc. — "are all running in the black."

But Turner, while stating that the department was checking closely into the papers' figures, said the doctrine applies to a division of a company even if the company as a whole is making money.

The complete merger proposed by the three papers is "the furthest step that could be taken" to offset financial losses, Leuchter said, urging Turner to investigate whether "lesser steps" might not suffice.

It would be better to allow one or more of the papers to fail than to permit the creation of a monopolistic corporation, he declared, since in the former event "it would be possible for other companies to come into the field."

Bertram A. Powers, president of the New York Typographical Union, urged that the publishers be required to keep any abandoned plant intact so that a purchaser interested in starting a new paper could buy it.

"We might be interested in buying the plant ourselves," he declared. "Is it available?"

James M. Byrne, president of the New York Printing Pressmen's local, said the Justice Department had an obligation to find out whether other publishers might be willing to buy any of the papers.

Boston Strike Ends As Publishers Yield

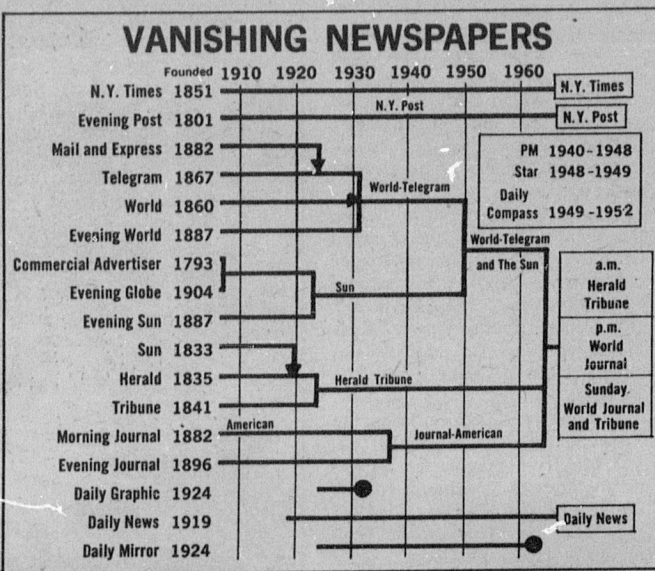
(Continued from Page 1)

The printers and mailers, in rejecting the fringe package, pointed out that they received their last pay increase Jan. 1, 1964, and wouldn't receive another one under the publishers' offer until Jan. 1, 1967.

The locals noted that they had voted to reject the offer in February 1965, a month before the publishers signed an insurance-company contract covering them under the health and welfare package.

Bertram A. Powers, president of the New York Typographical Union, told the printers and mailers at a March 27 rally that they "must not fail" to achieve their goals in the strike or the other unions would "fail in the next one."

Boston Typographical Union President Eugene J. Samulski, writing in the local's official publication, expressed gratitude to Boston Guild President Joseph B. Doney and ANG International Representative J. Ed Allen for their aid in preparing informational bulletins and news releases on the strike.



The Trend to Monopoly, as Charted by Newsweek

'63 Offer To Buy Mirror Bared

The Thomson newspaper chain offered to buy the New York Daily Mirror a short time before the Mirror's suspension in 1963 and was told it was not for sale, Bertram A. Powers, president of the New York Typographical Union, reported last week.

Powers told Asst. Atty. Gen. Donald F. Turner that the offer was disclosed by Lord Thomson during a visit to England by New York newspaper-union leaders last year.

Powers suggested that there might be buyers for one or more of the three New York papers currently claiming to be failing companies.

Turner, in a statement to reporters after the meeting, said the Antitrust Division was "not at all sure this is a case where the com-

panies have to seek another buyer — because the situation that would result from this merger is not monopoly."

"There will still be other competitors," he said, "although the situation in the afternoon field is serious."

"We've got to ask ourselves at what point we must impose on a failing company the duty to seek a purchaser. If we're convinced they should, we'll certainly check to see if they sincerely looked for one. We'll even make a few independent queries about possible buyers on our own — although, dammit, we're not going into the brokerage business."

The antitrust chief said the investigators' reports were due by April 1 but added, "Our analysis is going to take a lot of time."

Turner, in outlining the department's position on newspaper mergers, cited its antitrust suit against acquisition of the Arizona Star by the Tucson Citizen. The Tucson trial, which started this week, is expected to test the extent to which the "failing corporation" doctrine applies to newspaper mergers.

After the meeting, Thomas J. Murphy, the New York Guild's executive vice president, voiced doubts that the department would act against the New York merger.

"I am afraid the trade unions will have to think of moving on their own," he said, declaring that they "will have no alternative but to strike" if the department fails to act and the publishers do not make satisfactory arrangements on jobs.

The Gallagher Report, a media newsletter, made a similar assessment of the department's position.

"Justice Department will not oppose merger," it declared in its customary telegraphic style. "Publishers too powerful."

Erie Publisher Acquires, Merges Warren Dailies

Erie, Pa. — George J. Mead, publisher of the Erie Times and News, has purchased the Warren (Pa.) Times Mirror and the Warren County Observer for a reported one million dollars and has merged the two papers.

The Warren papers, formerly under separate ownership, will be published henceforth as a single morning daily. The Observer was a morning tabloid, the Times-Mirror an afternoon paper.

The Erie papers are under Guild contract; those in Warren are not.

ANG Quarterly Audit

Following is the quarterly report of ANG's financial standing and General Fund operations for the 1965-66 third quarter, ending Jan. 31, 1966, as audited by Sidney S. Shulman & Co., as well as the fourth-quarter budget as authorized by the International Executive Board:

Statement of Condition of General Fund as of Jan. 31, 1966

ASSETS	
Cash in banks and on hand	\$147,347.63
Advances receivable	9,168.04
Loans receivable	17,246.63
Exchanges receivable	1,725.27
Deposits	1,650.00
Investments	100.00
Total Assets	\$180,236.57
LIABILITIES	
Exchanges payable	\$ 3,398.72
Payroll taxes payable	1,564.85
Total Liabilities	\$ 4,963.57
RESERVES	
For severance pay	\$ 98,051.63
For International Affairs activities	3,000.00
For Lowell Mellett Fund	24,971.50
For 1966 Convention	9,000.00
Total Reserves	\$136,023.13
Surplus at Jan. 31, 1966	39,309.87
Total Liabilities, Reserves and Net Worth	\$180,236.57

Statement of Condition of Defense Fund as of Jan. 31, 1966

ASSETS	
Cash in checking account	\$ 30,194.52
Cash in savings account	618,669.83
A.T.A. Bond	500.00
Loans receivable	88,555.46
Scripps-Howard Investment Corp. stock	38,622.00
Canada Permanent Mortgage Corp. debentures	116,000.00
Total Assets	\$892,541.81

Statement of Income and Expense of General Fund For the Quarter Ending Jan. 31, 1966

INCOME	
Membership Income	\$125,869.30
Per-capita taxes	4,965.00
Initiation fees	1,246.02
Reinstatement fees	1,190.76
Agency fees	\$ 4,086.52
Servicing salaries paid by locals	4,028.65
Salaries paid by Defense Fund	7,893.60
Expenses paid by Defense Fund	5,345.35
Guild Reporter income	1,179.18
Research Department sales	223.00
Interest income	173.97
Canadian exchange	1,134.37
Total Income for Quarter	\$156,198.72
EXPENSES	
Per-capita taxes	\$ 9,290.41
Organizing and servicing	43,489.47
Collective Bargaining	10,986.54
Research and Information	6,436.72
Executive expenses	9,508.15
Administrative expenses	24,573.47
Other expenses	\$146,464.64
Total Expenses for Quarter	\$ 9,734.08
Operating Surplus for Quarter	

Analysis of General Fund Budget and Expense For the Quarter Ending Jan. 31, 1966

	3rd Quarter Budget	3rd Quarter Expenditures	4th Quarter Budget
1. Per-Capita Taxes	\$ 9,300.00	\$ 9,290.41	\$ 7,400.00
2. Organizing and Servicing			
Salaries—IRs	\$ 29,500.00	\$ 27,436.19	\$ 29,500.00
Secretary-stenos	750.00	727.45	750.00
Expenses—IRs	12,000.00	14,522.58	12,000.00
Miscellaneous	1,500.00	803.25	2,000.00
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	727.45	750.00
Pension consultant	700.00	2,244.00	700.00
Statistician	2,164.50	2,164.50	2,164.50
Expenses—personnel	1,000.00	649.59	1,000.00
4. Research and Information			
Salaries—Director	\$ 1,722.50	\$ 1,722.50	\$ 1,722.50
Assistants	3,711.50	1,062.00	3,950.50
Secretary-stenos	750.00	727.45	750.00
Expenses—Director	400.00	300.23	200.00
Assistants	75.00	—	75.00
Books and periodicals	125.00	236.39	300.00
Legal and bargaining services	125.00	463.49	200.00
Other printed material	100.00	53.00	100.00
Publications and literature:			
Contracts Survey	400.00	—	400.00
ANG Manual	2,000.00	1,766.71	500.00
Organizing and other literature	500.00	—	500.00
Training conferences, seminars	500.00	104.95	500.00
Miscellaneous	50.00	—	50.00
5. Guild Reporter			
Salaries—Editor	\$ 1,722.50	\$ 1,722.50	\$ 1,722.50
Assistants	3,711.50	3,623.00	3,711.50
Clerical	675.00	646.65	675.00
Expenses—Editor	150.00	67.40	150.00
Printing and mailing	8,000.00	10,800.24	13,000.00
Postage	1,750.00	2,255.93	1,750.00
Addressing	525.00	524.81	500.00
Repairs and improvements	500.00	432.09	500.00
Pictures and special material	150.00	251.88	150.00
Miscellaneous	150.00	—	150.00
6. Executives			
Officers' salaries	\$ 7,858.50	\$ 7,858.50	\$ 7,858.50
Officers' expenses	2,000.00	1,649.65	2,000.00
7. Administration			
Salaries—Office manager	\$ 2,398.50	\$ 2,398.50	\$ 2,398.50
Secretary-stenos	2,250.00	2,182.24	2,250.00
Bookkeeping Department	2,750.00	2,870.18	2,750.00
General clerical	675.00	646.65	675.00
Rent and maintenance	5,000.00	4,650.00	5,000.00
Stationery and supplies	1,500.00	1,322.93	1,500.00
Equipment	500.00	315.34	500.00
Telephone and telegraph	3,000.00	4,143.73	3,000.00
Repairs and improvements	200.00	—	300.00
Postage	1,250.00	507.54	1,250.00
Audit	650.00	650.00	650.00
Insurance and bonding	—	282.14	500.00
Employer pension	2,750.00	2,328.62	2,750.00
Employee health and welfare	2,000.00	1,372.91	2,000.00
Miscellaneous	400.00	702.69	600.00
8. Other Expenses			
Legal fees	\$ 3,000.00	\$ 2,404.79	\$ 3,000.00
Payroll and personal property taxes	3,000.00	1,674.66	3,000.00
Contributions	500.00	312.69	500.00
Brown Award	—	—	1,000.00
Brown Award expenses	250.00	115.82	5,500.00
Guild Service Award	1,000.00	—	1,000.00
Delegates and committees	1,500.00	729.16	1,000.00
IEB meetings	5,000.00	2,139.80	5,000.00
Severance-pay provisions	3,000.00	2,979.00	3,000.00
Convention reserve	3,000.00	3,000.00	3,000.00
Convention expense above reserve	3,000.00	5,554.42	500.00
AFL-CIO Convention	2,500.00	2,945.04	750.00
Moving	400.00	—	400.00
Totals for Quarter	\$152,380.50	\$146,464.64	\$157,035.50

New York Guild Girds For Strike Action In Merger

(Continued from Page 1)

are applicable to the new merged company.

The publishers indicated two weeks ago that they hoped to put the merger into effect by April 11. But this week it was reported that their failure to reach agreement with the unions and the Justice Department's continued investigation of the merger have delayed it until at least April 18.

Journal-American employees have been alerted to evacuate the plant on short notice, however, and construction crews last week began converting facilities at the World-Telegram for joint operation.

Incorporation papers for the merged World Journal Tribune Inc. have been filed in Delaware, it was disclosed last week, with Matt Meyer, president and business manager of the World-Telegram, listed as president of the new company.

Attempts to have Guild members engage in preparatory work for the merged operation were abandoned by the publishers this week when the Guild protested and instructed its members not to perform such work.

The protest was triggered by an April 6 effort to have combined

mailing lists for the Herald Tribune and Journal-American prepared at the Tribune. The publishers agreed there would be no further attempt to do this sort of work pending agreement with the Guild.

The publishers, who plan to operate with a single staff, presented a proposed table of organization to the Guild at a March 30 meeting.

It projected job cuts ranging up to 72 percent in accounting, where only 48 of 177 employees on the three papers would be retained. In addition to more than 900 of 1,790 Guild jobs, 107 of 236 exempt jobs in Guild departments would be eliminated.

The publishers gave the following breakdown of Guild jobs under the existing and proposed organization structures:

Department	Present	Proposed
Accounting	177	48
Advertising	246	149
Circulation	166	102
News, Editorial	777	471
Office, Building	84	50
Promotion	62	23
Publication	77	49
Research	7	4

In addition, the jobs of all 12 syndicate employees, 48 Guild

mechanical helpers at the World-Telegram and Journal-American, 45 part-time employees and a number on leaves of absence would be eliminated.

Management indicated that it plans to extend the farming-out of messenger service, now practiced only at the Telegram, to the merged corporation, eliminating all messengers at the Tribune and Journal-American, and to use the non-Guild Hearst National Advertising Service, along with some national-ad salesmen from the Tribune and Telegram, for the merged publications.

Murphy, while advancing a number of steps that would minimize the impact of merger, said the Guild was prepared to negotiate beyond the merger date if the publishers agreed to a contract that would leave the staffs of Guild departments and their work intact until March 30, 1967.

During this period, he proposed, any employee would be allowed to resign with full severance pay in place of any other employee marked for dismissal. This might enable attrition to help solve the problem, he said.

"For my best friend," he said, "I couldn't do it any cheaper."

The publishers, however, re-

jected the suggestion as "fantastic."

Among the steps advanced by Murphy at the March 30 meeting were that no employee working for one of the company's papers be required to do work for another and that overtime be prohibited in order to retain the largest possible number of employees.

Management said no to the first and left the second open.

Earlier the three publishers, in separate meetings with the Guild, rejected a proposal that they sign one-year contracts retroactive to March 31, 1965, incorporating the average \$6.50 wage increase negotiated for the first year of two-year contracts at the Times and Daily News.

Although it has been understood the Guild would receive the same increase at the three papers, management indicated it would be paid only after the whole contract is settled.

The second step of the Times and News increase, averaging \$5.50, went into effect March 31, raising the top minimum for reporters and ad salesmen to \$200.

At another meeting April 4, Murphy called for a ban on farming out work, elimination of free-

lance and casual employment, wage minimums no lower than their equivalents at any other New York paper, four weeks' notice of any layoffs, with seniority to govern, unlimited severance pay and a full Guild shop.

He also called for a ban on the dismissal of any employees whose jobs are eliminated by a computer that may be used for merged accounting operations.

Another Guild-publisher meeting was scheduled for today, along with a joint meeting of the 10 newspaper unions to discuss the merger situation.

ANG Executive Vice President William J. Farson has been participating in the Guild-publisher meetings. Farson will discuss the New York merger and newspaper mergers in general on the AFL-CIO's "Labor News Conference," to be broadcast during the week starting April 10 on local stations throughout the country.

The publishers have indicated they plan to eliminate 2,000 of 5,700 jobs in all departments of the three papers, including 450 of 900 printers, 450 of 900 deliverers and 77 of 189 mailers.

The Typographical Union is asking extra compensation in addition to three weeks' severance pay for printers who lose their jobs, increased publisher payments to counteract the resulting depletion of the union's health and welfare funds, and incentive payments for early retirement.

The publishers, meanwhile, announced that Frank Conniff, national editor of the Hearst newspapers, will be editor of the merged afternoon World Journal, while Herbert Kamm, managing editor of the World-Telegram, will edit the merged Sunday World Journal Tribune and James G. Bellows will continue as editor of the morning Herald Tribune.

Carpenters began preparing separate newsrooms for the three papers at the Telegram plant last week; alteration work was also under way at the Tribune, where the merged advertising departments are scheduled to operate.

The publishers told the ITU they expect to achieve a 900,000 circulation for the afternoon paper—roughly equivalent to the combined circulation of the Journal and Telegram—and 1.2 million for the Sunday paper.

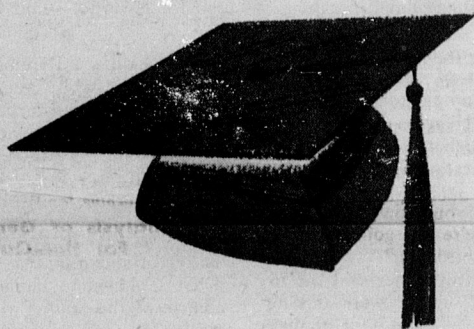
The New York Post, in editorializing on the merger, noted that it leaves the Post "the city's oldest daily, founded in 1801 and at no time in its history obliged to engage in any enforced cross-breeding."

Strike Voted At N.Y. Post

New York City—With bargaining deadlocked over job protection in the event of merger, Guild members at the New York Post last week voted 192 to 3 to authorize strike action. No date was set.

The vote was taken March 31 after a series of bargaining sessions in which management continued to reject the Guild's demand for either a ban on merger dismissals or advance notice of any merger. Retrogressive management proposals in job security and other areas are also at issue.

The Guild's Post contract, like that at the Herald Tribune, Journal-American and World-Telegram & Sun, expired a year ago.



How many scholars does a company need?

WE count 218 college degrees just among our management people, the group that runs the company. Three are former college professors. More than 200 employees are after-hours students, working for degrees and advanced degrees on our tuition assistance program. We're at campuses recruiting top grads.

Where do we stop?

That's easy. We don't.

Not if we intend to continue providing 30 million U.S. families with the best possible value for a book of S&H Green Stamps. And that we do intend.

Business is a lot more complicated than it used to be. Not like it was 70 years ago when S&H was founded.

It takes some pretty heavy brainpower, for instance, to maintain one of the world's most efficient merchandise distribution systems. But we need it to move 50 million items each year through our 850 redemption centers across the country.

And it takes more than just intuition to get out a catalog of 1600 pieces of first quality merchandise. S&H sticks to national brands, of course. But it's not all that simple.

It also calls for some pretty sophisticated market research. We're breaking new ground in computer techniques. Refining the most modern marketing concepts. All this to maintain industry leadership, and provide the best value to the customer.

And as S&H grows and we continue to move into new areas of opportunity, we'll have use for all the know-how we can get.

So we spend a lot of money finding it, developing it, polishing it.

We think it's money well-spent...a form of thrift. And we're sold solid on thrift.



An American Way of Thrift
Since 1896

Editorial

This Was Bargaining?

Until Boston's newspaper publishers made an abrupt about-face last week, the paper's printers and mailers had been subjected to an 18-month dose of "collective bargaining" novel in the newspaper industry.

Bargaining Boston-style consisted of a perpetual series of meetings at which the publishers told the union not only how big their money package was going to be but exactly how they were going to have to take it.

The printers and mailers, who last saw a pay increase at the beginning of 1964, said they wanted the money in their pay envelopes. The publishers said that was too bad but they'd have to take it in fringe benefits.

Why?

Because, the publishers said, that was the way it had been negotiated with several other unions. The publishers, who, the union reported, signed an insurance-company contract for the plan a month after the printers and mailers had rejected it, told the two unions they couldn't even have any say about who the carrier would be.

Back Bay bargaining, thus, had been reduced in its essence to "take it or leave it." Union members, who have become accustomed to the idea that collective bargaining is intended to give them a measure of control over their terms and conditions of employment, understandably chose to leave it.

As the unions put it:

"Collective bargaining means that union members have something to say as to how their money is spent. Collective bargaining means that union members may vote to put it in their pay envelopes or divert it to health and welfare. Collective bargaining means that union members have a voice as to which insurance carrier handles the plan."

It took a month-long strike to convince the publishers that they should abandon their unilateral ultimatums and try bargaining collectively. When they did, it worked—as collective bargaining almost always does when entered into in good faith.

First Aid In San Antonio

Guild members have frequently been urged to make their specialized skills available to other sections of the labor movement, to lend a hand in the public-relations activities and publications of unions in their areas.

NOT all people have taken the admonition to heart. But the San Antonio Guild has gone about as far as it can go.

Confronted with the demise of the local labor federation's official newspaper, the Guild stepped in and offered to take over the publishing job if federation per-capita payments were raised sufficiently to support the paper.

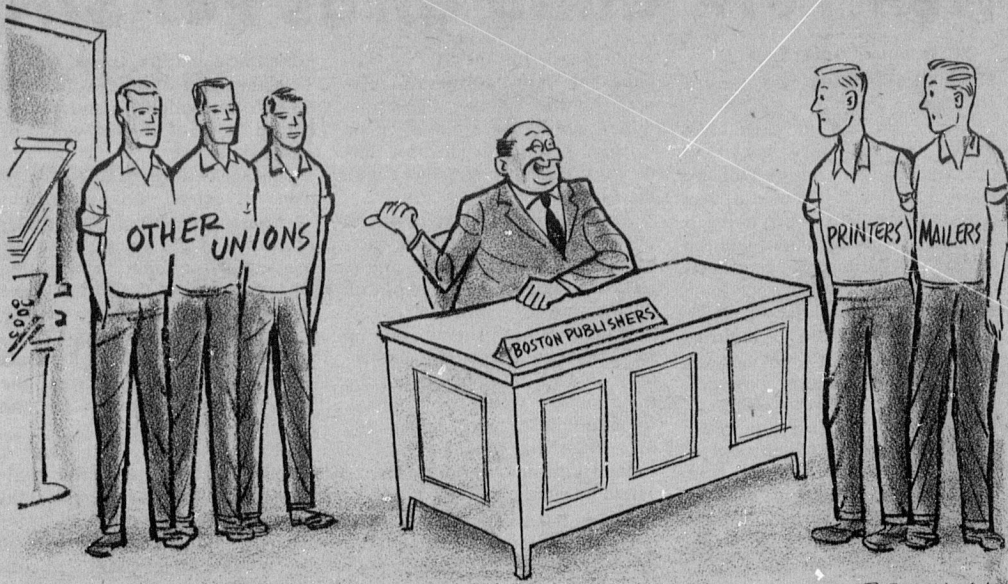
The federation agreed, and the new San Antonio AFL-CIO Labor Reporter bears the inscription, "Published by San Antonio Newspaper Guild for San Antonio AFL-CIO Council." Guild members are staffing it on a volunteer basis.

Few local union publications are ailing so badly as to require this drastic a remedy. But there are few that would not benefit from Guild members' assistance.

Many are edited by union officials with little or no writing, much less newspaper, experience. Their editors, rushing out the paper in the small chinks of time between other union business, would welcome seasoned assistance as a blessing.

For the Guild members prepared to offer it, the rewards are manifold: the satisfaction of accomplishment, a strengthening of the unions that represent fellow workers, and a growing reservoir of goodwill for the Guild.

'Oh, We Negotiated Your Contracts With Them A Year Ago'



DATELINE: WASHINGTON

Old Political Patterns Crumbling Amid Southern Upheaval

By WILLARD SHELTON, Washington Guild



The South—the Old Confederacy South—is in a species of political upheaval from Texas to Virginia, suggesting a breaking of patterns.

Flannel-mouthed segregationism is out of date as a style of political campaigning. There are 200,000 Negroes registered to vote in Alabama. A special 15-day registration period in Texas—set up after a federal court declared the state poll tax illegal—saw more than 600,000 new voters get themselves eligible to vote, largely Americans of Mexican descent and Negroes. (Gov. John Connally, battling to maintain conservative Democratic control, predicted in advance that only about 100,000 would bother.)

Sen. Strom Thurmond of South Carolina, in 1948 the Dixiecrat candidate for president against Harry S. Truman, is a hero to his new colleagues for openly switching to the GOP two years ago to support Barry Goldwater for president. But Thurmond is aging; it has been nearly a generation since his high point, although he presumably will be re-elected to his Senate seat this year.

The Southern New Republicans have high hopes of making a breakthrough in the most persistently and traditionally one-party states in the November elections. GOP Rep. James D. Martin of Alabama, who almost knocked out the veteran Sen. Lister Hill in 1962, is slated for Republican nomination for governor. Georgia Democrats are bemused by the

threat that Rep. Howard R. Callaway, elected to the House in the Goldwater Georgia sweep, will run for governor—and win.

The Southern Republicans are out of step with their national party, which is disturbed by the welcoming hands extended to segregationist "turncoats" like Thurmond and Rep. Albert W. Watson of South Carolina.

Republicans of major industrial states were disturbed at the party's national convention two years ago, when Goldwater managers took control of the South's rusty GOP machinery and sent solidly all-white delegations.

The Goldwater taint clings. But the Southern GOP is able to field, in some states, personally attractive candidates.

Some of the candidates show surprising flexibility. Sen. John G. Tower, the first Republican senator from Texas since antebellum days, was a snorting conservative when he was elected in 1961. In Congress this year he supported the cold-war GI Bill of Rights for veterans, sponsored by his Democratic colleague, Sen. Ralph W. Yarborough, although he bitterly opposed it previously.

South Carolina Republicans nominated a state senator, Marshall J. Parker, who switched parties just 17 days before the state GOP convention, to run for a U. S. Senate seat. Parker told the delegates that he favored "sound, conservative, constitutional government" but confessed that he could not "wholly" accept the conservative doctrines of Strom Thurmond and Goldwater.

The once all-conquering Democratic Southern machines are churning.

Item: Texas Atty. Gen. Waggoner Carr is slated for the Democratic senatorial nomination against Tower. But what about those newly registered 600,000-plus voters? Carr is as conservative, at least, as Tower, and many liberals may take a walk.

Item: In Virginia, the candidates of the Byrd organization—incumbent Democratic Sen. Harry F. Byrd, Jr., and A. Willis Robertson—face formidable primary fights. Their rivals, State Sen. William Spong and former State Sen. Armistead L. Boothe, are moderates.

Item: In Florida, Gov. Haydon Burns, who did not distinguish himself in handling civil-rights demonstrations when he was mayor of Jacksonville, was startled when opinion surveys showed him running behind Miami's modern-minded Mayor Robert King High in the upcoming Democratic primary.

Item: In Tennessee, Republicans are hoping to win a U. S. Senate seat with former Rep. Howard Baker as their candidate.

Item: The renaissance Southern GOP is thinking about winning a governorship in Arkansas, in addition to Alabama and Georgia, with Winthrop Rockefeller as the candidate.

The Southern Republican organizers who delivered their state delegations to Goldwater in 1964 are mostly young, suave businessmen and professional men. One of their advantages is that old-line Democratic organizations shelter too many rednecks, neither young nor suave.

Two forces beat against the long-established Southern system of politics. Democratic state legislators and local officials are jumping, in not insignificant numbers, to the GOP in the five states Goldwater carried in 1964.

The remaining Democrats are taking a good, hard look at the potential power of the newly registered voters from minority groups, who will modify things.

Low, The Indian

Toronto, Ont. — The lot of Canadian Indians is even worse than that of Negroes in the Southern United States, a member of Parliament has charged.

New Democrat David Orlikow, national director of the Canadian Labour Congress's Human Rights Committee, told the Toronto and District Labor Committee for Human Rights that Indians not only live in poverty as bad as that suffered by many Southern Negroes but, in addition, they have to cope with a much colder climate. He urged labor to lead a struggle to alleviate their situation.

The Canadian government last month announced a 112-million-dollar program to fight poverty on Indian reservations.

The Guild Reporter

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