

Cole Presses Mediation Efforts In New York Merger Shutdown



New York Guildsmen, led by their officers, march from strike headquarters to the World-Telegram & Sun plant as the merger strike begins.

Guild Insisting On Seniority, New Contract

New York City — Bargaining sessions with mediator David L. Cole at the helm were under way this week in an effort to settle the New York Guild's 20-day-old strike against the merged World Journal Tribune and the merged company's dispute with other newspaper unions.

Cole entered the picture at Mayor John V. Lindsay's behest May 6 after almost two weeks of bargaining had failed to resolve the principal issue in the Guild's strike—adherence to seniority in the dismissal of 904 out of 1,800 Guild-covered employees at the Herald Tribune, Journal-American and World-Telegram & Sun.

But at midweek bargaining was at a standstill; a break-off was barely averted with the Newspaper and Mail Deliverers, the Stereotypers sent Cole a wire saying bargaining had "badly deteriorated," and the Guild and Pressmen reported no progress.

The publishers shut down the three papers April 24 in accordance with an earlier ultimatum that they would publish merged papers or no papers at all. The Guild struck the merged papers that afternoon after failing to reach an agreement on seniority, severance pay and provisions of an initial contract with the new company.

The strike was called after the publishers rejected a Lindsay proposal two days earlier that they delay the merger and continue to publish the old papers while bargaining continued. Matt Meyer, president of the merged corporation, said the decision to discontinue publication April 24 was "irrevocable."

Barely had the last editions rolled off the presses that day than the publishers began dismantling equipment at the Tribune and Journal-American plants and moving it to the World-Telegram.

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ANG Calls For Boycott In BNA Strike

ANG called for a labor boycott of Bureau of National Affairs services and publications this week when the Washington-Baltimore Guild struck the privately owned reporting agency after charging it with a series of unfair labor practices.

BNA Harvest: Cancellation, Censure

The Bureau of National Affairs' refusal to grant union security to its Guild employees has not only angered its union subscribers but caused them to question the impartiality and good judgment of the labor-management reporting service.

"Your refusal to grant a union shop on ground that to do so might offend management customers is an affront to the labor movement," Charles Cogen, president of the American Federation of Teachers, wired BNA in canceling its subscriptions. "Your confusion of good labor relations with your editorial policy makes your judgment suspect."

Joseph Curran, president of the National Maritime Union, wired BNA: "As far as this customer is concerned, I must tell you that your refusal on such grounds creates grave doubts about your competence and impartiality on matters of labor-management re-

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The AFL-CIO, its Industrial Union Department, Building and Construction Trades Department and Metal Trades Council and a score of international unions responded immediately, canceling subscriptions of their legal, organizing and collective-bargaining departments to BNA's numerous services.

In an effort to break the strike, BNA recruited strikebreakers from among Washington college students and moonlighting federal employees, the Guild reported. The company also brought in private police.

The strike was called May 9 after the company broke off contract negotiations, rescinded dues-checkoff procedures and requested the resignation of dissatisfied employees. The company had rejected the Guild's demand for a union shop and refused to discuss any form of union security beyond maintenance of membership.

The Guild filed three unfair-labor-practice charges with the National Labor Relations Board.

ANG appealed to all unions and other labor bodies to cancel their subscriptions to BNA legal and labor-management services. Within 24 hours the company had lost tens of thousands of dollars

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Vote At Coos Bay World Swept By Guild, 22 To 4

Coos Bay, Ore.—Editorial, advertising, circulation and business-office employees of the Coos Bay World voted overwhelmingly for Guild representation last week.

The Guild's 22-to-4 victory in a National Labor Relations Board election May 4 foreshadowed the Guild's third Oregon local. There are 31 employees in the unit.

The Guild's organizing cam-

paign in this stronghold of the International Woodworkers was conducted under the leadership of William H. McLeman, executive secretary of the Vancouver-New Westminster Guild. The Coos Bay Central Labor Council and several local unions gave their assistance.

McLeman said he expected bargaining for an initial contract to

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THE GUILD REPORTER

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CLC Launches Drive Against Injunctions

Winnipeg, Man.—A campaign to curb the use of antipicketing injunctions, sparked by the Guild's January strike at the Oshawa Times, was launched on a nationwide scale here last month at the Canadian Labour Congress's biennial convention.

After rejecting a mildly worded resolution amid demands for a policy of civil disobedience to injunctions, the delegates approved a strengthened resolution but stopped short of calling for open defiance of the law.

The resolution instructs CLC officials and urges affiliates to:

► "Engage in a strong and militant campaign to eliminate the use of the injunction in labor disputes.

► "Challenge injunctions wherever and whenever they are granted.

► "Organize systems of mutual aid for unions and members affected by the use of injunctions.

► "Promote legislative, political and other activities in opposition to the use of injunctions." (Continued on Page 10)

Scripps-Howard 'Gold Mine'

Papers Yield 226% On Investment

Earnings up 22 percent in 1965 over 1964—to a record \$1,354,573.

Dividends up 23½ percent in 1965 over 1964—to a record \$1,234,102.

Value of holdings up 17 percent in 1965 over 1964—a record \$3,260,090—to a total of \$22,150,555.

And accumulated undivided profits of \$1,346,208.

That's what the Scripps-Howard Investment Co. reports with "pleasure" to its stockholders in its annual 1966 report on its holdings in 13 newspapers, one news service, one broadcasting company and the E. W. Scripps

Co., which holds majority stock in Scripps-Howard papers.

And all on an original investment of \$600,000.

"The increase in the value of the Scripps-Howard Investment Co.'s holdings last year alone

Scripps Profit Table . . . Page 11

amounted to 5½ times its original investment," ANG Collective Bargaining Director J. William Blatz noted after an analysis of the company's annual reports by the Guild's Collective Bargaining Department.

"No matter how you measure the Scripps-Howard reports, or over what period of time, the

results demonstrate that the newspaper business is a gold mine," Blatz said.

Earnings in 1965 equaled 226 percent of the original investment of \$600,000, the Collective Bargaining Department's analysis shows.

Dividends for 1965 equaled 200 percent of investment, and undivided profits equaled 224 percent of investment. The increase in value of the company's holdings equaled 543 percent of investment.

Earnings for 1965 when added to the increase in value of its holdings during the year proved

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Cincinnati Guild Photo by Julianne Warren
FAREWELL TO THE GUILD: Former International Vice President Michael Mastrullo receives a parting handshake from Ben Schilmeister, his successor as president of the Cincinnati Guild, as he resigns to become supervisor of carrier operations for the Cincinnati Post & Times-Star.

Mastrullo Is Promoted, Takes Leave Of Guild

Cincinnati, Ohio — Former ANG Vice President Michael Mastrullo, circulation district manager for the Cincinnati Post & Times Star, is stepping up—and out.

After more than 20 years on the Guild firing line, Mastrullo is joining the ranks of management. On May 1 he took over the job of supervisor of carrier operations.

Mastrullo resigned as president of the Cincinnati Local April 1 and took his leave of the Guild effective with his promotion.

He was honored at the local's April membership meeting and presented with a portable television set for his service to the Guild, which included more than 15 years as an officer.

He was an international vice president from 1961 to 1963, serving as chairman of the Human Rights Committee, and is a former president of the Pennsylvania-Ohio-Indiana District Council.

He served for many years as chairman of the circulation panel at ANG conventions and led the fight for pay parity for district managers.

Mastrullo won undying fame among Cincinnati Guildsmen during a heated discussion of contract proposals at a local meeting many years ago when he got "his Italian up" and thundered from his full 5 feet, 6 inches:

"My porkchops cost as much as yours."
 He still is called "Porkchops."

Free Newspaper Unions Seen Essential

Panama City, Panama—Warnings against growing infringements of freedom of the press and freedom of trade unions throughout the Americas were issued by leaders of newspapermen's organizations in both continents last month.

The executive committee of the Inter-American Federation of Working Newspapermen's Organizations, meeting here April 20 through 23, declared that unions

of newspaper workers must be free from governmental interference, management coercion and subversion by political movements or parties.

They cited among other curbs on labor the widespread use of antilabor injunctions in Canada.

ANG Secretary-Treasurer Charles A. Perlik, Jr., cochairman of the federation, presided at the executive-committee meeting, along with Cochairman Luis

Carnero Checa of Peru.

The federation renewed its appeal to the Cuban government for the release of 30 imprisoned newspapermen and permission for them to leave Cuba.

Perlik and Carnero Checa wrote Cuban President Osvaldo Dorticos, stating the federation's belief that the time was appropriate for the prisoners' release since dissident Cubans are now being permitted to leave the country. The federation offered to send a representative to Cuba to arrange their release.

The committee commended the Toronto Guild's Oshawa Unit for its "courageous and victorious stand" in its strike against the Oshawa Times, and it praised the Oshawa and District Labour Council for its assistance to the Guild. The praise was contained in a resolution condemning the use of injunctions against picketing.

The North Jersey Guild likewise was praised for observing picket lines in last fall's Typographical Union lockout at the Perth Amboy Evening News, where professional strikebreakers were repulsed.

The Puerto Rico Guild was cited for its militance in striking El Mundo and for its progress in reorganizing its structure to bring

about maximum membership participation.

A strong protest was issued against restrictions on trade-union freedom by the government of Brazil, which can now control union elections by vetoing the candidacy of any union member, revise contracts by reducing wage increases and regulate strikes so as to make it impracticable to conduct them.

The federation's affiliate in Bolivia was singled out for special praise for its successful defiance of government orders to reorganize.

The committee condemned recent attacks on freedom of the press in Argentina, Brazil, Mexico, the Dominican Republic and Haiti.

Nov. 15 through 18 were selected as the dates for the federation's fourth congress. The officers were empowered to select the site.

Participants in the committee session included ANG International Vice President Daniel A. McLaughlin and Jerry MacDonald of the Canadian Wire Service Guild, both federation vice presidents; International Affairs Director Richard P. Davis, and International Affairs Representative John K. Sloan, who is on loan to the federation.

Two Tucson Papers Seek Reversal Of Ruling Joint-Printing Plan Illegal

Tucson, Ariz.—A federal judge has reserved decision on a motion to reconsider a pretrial ruling that a 26-year-old joint production arrangement by two Tucson newspapers is in violation of the Sherman Antitrust Act.

Judge James A. Walsh received the motion as trial of the government's antitrust suit against the Tucson Citizen and Arizona Daily Star ended two weeks ago.

With the joint-agency plan declared illegal before the trial started, the judge heard arguments on whether the plan—similar to that prevailing in many U.S. cities—could be modified to bring it into accordance with the law.

Judge Walsh, in ruling last September that the joint agency was illegal per se, cited price fixing, profit pooling and allocation of markets by the two papers.

The Justice Department, in addition to seeking dissolution of the joint-production arrangement, sought to undo the Star's sale to owners of the Citizen last year.

The Tucson agency is similar to those in a number of other U.S. cities. During the trial, Jack R. Howard, president of the E. W. Scripps Co., testified that it was considered for Scripps-Howard papers in Houston and Indianapolis, where Scripps-Howard papers were suspended within the past two years, but was rejected as unworkable there.

In Houston, he said, the government itself had proposed a common printing plant as an alternative to suspension of the Scripps-Howard Press.

The Tucson publishers, in 14 days of testimony, denied any intention of monopoly. They claimed the only alternative to joint production was the closing of the Citizen, which they said was losing money when the agency was formed in 1940.

William A. Small, publisher of the Citizen, said Citizen stockholders exercised their option to

buy the Star to keep another bidder, Brush-Moore Newspapers, out of Tucson.

Small said the stockholders had concluded that Brush-Moore was only interested in "making a lot of money here" instead of producing a quality newspaper.

"We felt they would be completely undesirable partners," he said.

The Citizen group's intention, Small said, is to resell the Star "at the earliest possible moment."

Earlier testimony showed that 11 other bidders besides Brush-Moore had made offers for the Star.

The case was recessed for final argument in the fall. Legal briefs will be submitted in the meanwhile.

Sunpapers Violating Pact, Guild Charges

Baltimore, Md.—An arbitration panel that awarded the Washington-Baltimore Guild a modified Guild shop at the Baltimore Sunpapers last year will rule on a Guild charge that management has flagrantly violated the provision.

The company has flatly refused to dismiss four employees who failed to join the Guild within the required 31 days of their hiring, the Guild charged last week.

The dispute will be submitted to the panel under a proviso calling for such procedure in all disputes arising from its award of a seven-out-of-ten Guild shop for all new employees.

The Guild-shop provision was part of a double-barreled wage and union-security award by the three-member panel appointed to settle the major issues of last year's Guild strike at the Sunpapers.

George Hanst, chairman of the Sunpapers Unit, accused management of "thumbing its naughty nose" at Gov. J. Millard Tawes, Mayor Theodore McKeldin and Lawrence Cardinal Shehan, whose representatives made the arbitration award.

The company has been violating both the spirit and the letter of the award, attempting to claim more than three exemptions from each group of 10 new employees, the

Guild charged in grievance sessions that failed to resolve the dispute.

Harris Monroe, local administrative officer, said the Guild was prepared to demonstrate "a vast difference" between the Sunpapers' administration of the union-security clause and that of other newspapers, including the Washington Star, where a similar clause prevails. Exemptions elsewhere have been the exception rather than the rule, he said.

Victoria Seeks To Broaden ANG's Name

Victoria, B.C. — The Victoria Guild is seeking Canadian District Council support for two convention resolutions to change the Guild's name to "North American Newspaper Guild" and to mount "an energetic organizing drive" in Canada.

The resolutions adopted by the Victoria Local for presentation to ANG's 1966 Convention July 25 through 29 also call for the creation of a full-time organizing director to be in charge of "organization as a whole."

The first resolution, pointing out that ANG membership includes 3,000 Canadians, urges a change of name because "the word 'American' is synonymous with the 'United States'."

The second resolution, in urging the organizing drive, cites the fact that the 12 Canadian papers under Guild contract constitute "only one in 10 Canadian daily newspapers."

Guild To Back AFTRA Strike

The Washington-Baltimore Guild's executive committee this week urged the local's Washington Post Unit to observe picket lines that the American Federation of Television and Radio Artists, was sent to mount at the Post today in a strike against the Post's radio-television station, WTOP. The unit was to vote this morning on observing the line.

AFTRA is seeking renewal of its contract, which expired last midnight. It announced it would also picket Washington and New York offices of Newsweek, also owned by the Post.

Concerned that a massive retaliation agreement might black out Washington newspapers, the Guild urged the city's other two dailies, the Star and the News, not to shut down should the Post fail to publish.



THE NEIGHS HAVE IT: An appropriate blanket is presented to Rippeys Pay Day, winner of the Toledo Miss Page One Ball Race at Toledo Raceway Park, by three Toledo Guild Belles—Kay Elliott (second

from right), Miss Page One, and her attendants, Linda Forbach (left) and Jacqueline Rutkowski. The race, in which jockey Al Coy rode to victory, was in honor of the ball, held April 24 by the Toledo Council of Newspaper Unions.

5 Financial Issues Await IEB Action At May Meeting

The International Executive Board will grapple with a multitude of financial problems when it assembles in Washington the week of May 23. In addition to reviewing the status of the International Defense Fund and current assessments, it will act on four directives issued by the 1965 Convention dealing with per-capita and Defense Fund problems.

And it will have before it the question of ANG policy on Defense Fund investments, referred to a special committee for study at the board's February meeting.

The start of the New York merger strike precludes termination of ANG assessments at this time, Secretary-Treasurer Charles A. Perlik, Jr., said this week. Average strike-benefit payments to the 1,750 members involved will approach \$75,000 per week, Perlik reported.

The 1965 convention-directed studies on which the board will report to this year's convention are:

► The advisability of continuing the current policy under which the Defense Fund reimburses the General Fund for the salaries and expenses of staff members assigned to strikes and other emergencies.

► The possibility of revising the ANG assessment schedule to ease "any inequities between the ratio paid by lower-income-bracket members as compared to those in the higher pay brackets."

► The difference between Constitutional provisions setting per-capita payments at 50 percent of dues payments equal to or less than the regular per-capita rate and those requiring payment of the full per capita on dues payments between the per-capita and twice the per capita.

► The advisability of amending the ANG Constitution to permit locals participating in ANG's insurance program to deduct its cost before calculating per capita of those members whose dues are equal to or less than the regular per capita.

The Defense Fund investment problem will be considered by a special committee meeting May 21, two days before the IEB convenes. The policy question was precipitated by a \$62,500 Defense Fund loan to the San Francisco-Oakland Guild to help purchase its own headquarters building.

A related question involving emergency questions between board meetings will be considered by the IEB's Constitution Committee the next day. The San Francisco loan was authorized as an emergency measure by an IEB poll in November, between meetings.

The board, in addition to formulating a wide range of recommendations for convention consideration, will review an appeal by 18 Los Angeles Guild members penalized for crossing picket lines during the Guild's November strike against the Los Angeles Herald-Examiner.

Interunion Council Formed In Buffalo

Buffalo, N. Y. — The Buffalo Guild has joined with other printing-trades unions to form the Buffalo Council of Newspaper Unions.

The council, which will meet four times a year, will serve as a vehicle for the exchange of information on bargaining and other mutual problems.

Guild, Times Join To Seek Negro Talent

New York City—The chairman of the Guild's human-rights committee at the New York Times and a representative of Times management have completed the initial steps in a campaign to recruit Times employees from predominately Negro colleges in the South.

Freeman Moyler, the committee chairman, and William Holcombe, assistant to the managing editor, returned April 29 from a two-week visit to five colleges in as many states.

Moyler said the Times-financed trip, the result of "about two years' urging" by the Guild's human-rights committee, was intended to lay the groundwork for Times recruiting visits to the colleges in 1967.

The Guild-management team spoke primarily with faculty members at the colleges this trip, Moyler said, but also sounded out a few students on each campus.

"We really didn't know what to expect," said Moyler, a Negro who is employed in the Times's communications department. "We found there's a great untapped reservoir of talent in these schools."

"It's amazing that it hasn't been tapped years ago."

Moyler and Holcombe visited North Carolina College at Durham, Morehouse College in Atlanta, Fisk University in Nashville, Morgan State in Baltimore and Hampton (Va.) Institute.

Philadelphia Seeking Unit In Pottstown

Philadelphia, Pa. — The Philadelphia Guild is seeking to add more than 60 new members, including a new unit at the nearby Pottstown Mercury.

On May 9 the local filed a petition to represent 33 advertising and editorial employees at the Pottstown paper, new ground for the Guild. The petition was filed after management denied voluntary recognition.

Thirty rotogravure employees of the Philadelphia Inquirer and Daily News will vote May 17 in two separate National Labor Relations Board elections. The Guild is contesting with the Bookbinders' union for a unit of 21 employees and with the Pressmen's union for a group of nine.

Consent elections were agreed upon for the two Philadelphia units, both involving quality-control employees working on magazine sections and a television guide. The two groups are on different floors of the plant.

\$15 Hike In Top Minimum Won At Scripps's Knoxville Paper

Knoxville, Tenn.—The Knoxville Guild has won major gains in a new two-year contract with the Scripps-Howard News-Sentinel, with top minimums up as much as \$15.

The pact provides general increases up to \$10.50 plus \$1 a week in pensions and up to \$2.70 a month in improved hospitalization benefits.

The settlement raises the reporter top minimum \$9 retroactive to Feb. 11 and \$6 the second year, to \$146. Starting pay climbs \$4 the first year and \$5 the second, to \$85.

The general increase ranges from \$2 to \$5 this year and \$2.50 to \$5.50 next. In addition, management payments for hospitalization coverage climb \$2.70 per month for family coverage and 96 cents for single coverage, to \$18.44 and \$6.57, respectively.

Weekly pension contributions rise from the old \$6.25 to \$6.75 this year and to \$7.25 next.

Just and sufficient cause for dismissal was included in job-security language for the first time, representing the fall of the

last Scripps-Howard holdout in this area.

Discharges will be subject to arbitration for the first time. New language also will protect employees against automation dismissals.

Sick leave was improved, with members now receiving up to five days' sick leave during their first six months as against none in the old contract. A sixth holiday—the employee's birthday—was added, beginning Jan. 1, 1967.

The Knoxville Local had noted that its holiday clause and that at Hearst's San Antonio Light were unique among ANG contracts in providing as few as five holidays.

ANG Collective Bargaining Director J. William Blatz participated in the final stages of negotiations and was credited by Willard Yarbrough, local president, with achieving "the difference between a weak contract and a fine one."

The reporter top was increased by an additional \$6 and other minimums by as much as \$8, the automation, job-security and holiday provisions were added

and a number of retrogressions were eliminated after the ANG Contracts Committee refused permission to sign an earlier settlement.

\$7.80-\$10.50 Hikes Won At Biweeklies On Coast

Inglewood, Calif. — Increases ranging from \$7.80 to \$10.50, on the Los Angeles Herald-Examiner pattern, have been won in a two-year contract at the biweekly News-Advertiser newspapers.

Minimums are up from \$3.80 to \$5.05 the first year and from \$4 to \$5.25 the second, with the reporter and news-editor tops going up the highest amounts, to \$130.30 and \$150.30, respectively.

In addition, the company has agreed to contribute up to \$1 a week per employee to a new area-wide pension program being pioneered by the Los Angeles Guild.

The pact which is retroactive to Nov. 16, also provides for a fourth week's vacation after 20 years and a seventh holiday during the week of the employee's birthday.

The Guild also won jurisdiction protection for the first time.

Guild Gains \$11,000 Settlement In Detroit News Lockout Suit

Detroit, Mich.—A Guild lawsuit against the Detroit News dating back 11 years was settled last week when the company

agreed to pay \$11,000 to 50 Guildsmen—or their survivors—locked out during a 1955 Stereotypers' strike. Only 18 of them

are still employed at the News.

The lockout was one of a long series of "massive-retaliation" maneuvers in which the Detroit publishers have engaged during the past decade.

The suit, which went up to the Supreme Court and back again to Michigan District Court, charged that the News had discriminated against the Guild members, employed in the maintenance department, by laying them off during the strike while retaining unorganized editorial and business-office employees.

Thrown out of District Court, the case was also rejected by the 6th Circuit Court of Appeals. The Supreme Court, however, ordered the District Court to hear the case when a second appeal was carried at ANG expense.

The \$11,000 out-of-court settlement represents two thirds of the \$16,000 wage loss suffered by the 50 Guildsmen. The Guild had sued for \$20,000.

Detroit Pressmen Upheld In '64 Strike Arbitration

Detroit, Mich. — The Detroit Pressmen's position on manning, a key issue in the 1964 Detroit newspaper strike, has been upheld in an arbitration of the strike dispute.

Arbitrator David P. Miller ruled that the Detroit News must continue to use 16-man crews on new eight-unit presses, rejecting the publisher's contention that 15 men are sufficient.

The 135-day strike settlement included a provision that the manning issue be submitted to an engineering study with ultimate submission to binding arbitration if agreement could not be reached

on the basis of the time study.

The engineers' report recommended sharp reductions in manning, but the arbitrator upheld the union's contention that the time-study techniques used in reaching its conclusions were invalid in the newspaper plant.

Miller said the conclusions were based on the reports of observers whose number was inadequate to record the pressmen's activities with completeness and accuracy. He also challenged an "idle-time" record, stating that it represented the subjective judgment of an observer employed by the publisher.

Scholarships Grow On 13¢ Seed In N. Y.

New York City—Fourteen children of employees at the New York Times and its radio station WQXR will receive \$4,500 in college scholarships in the second year of a pioneering New York Guild program.

Six second-year recipients and eight new winners were announced last month. They will receive scholarships ranging from \$250 to \$500 for the 1966-67 academic year.

The Guild's New York Post Unit will put a similar scholarship program into effect next fall, it has been announced, starting with a single award and growing as the scholarship fund increases.

The scholarships are being financed by a 13-cent diversion from \$4.13 wage increases received in 1964.

Implementation of the Post plan was delayed by a heavy ratio of expenses to available scholarship funds. The Post, as part of a new contract settlement, has agreed to a number of steps that will reduce costs of the plan to a feasible level.

The Times winners, selected by a panel of educators, consist of the sons and daughters of four employees of the editorial department, two each from the credit, classified and charge departments, and one each from the circulation, publication and plant-protection departments and WQXR.

Herblock Puts His Stamp On Bill Of Rights



A new U.S. postage stamp designed by Washington Guildsman Herbert L. Block and commemorating the 175th anniversary of the Bill of Rights will be issued July 1.

The Herblock design in red, white and blue shows the hand of freedom opposing the gauntleted fist of tyranny, with the legend, "The rights of the people shall not be violated."

The five-cent stamp will be issued at Miami Beach. First-day covers will be sent for the cost of postage on request to the Miami Beach postmaster.

Block, whose cartoons are syndicated throughout the world, has won a cluster of awards both for journalism and work on behalf of civil rights. They include the Pulitzer Prize and ANG's Heywood Broun Award.



JACK DOBSON

Dobson Goes On Toronto Guild Staff

Toronto, Ont.—Former International Vice President Jack Dobson will go on the Toronto Guild payroll June 1 as local representative.

The local-representative post is one of two paid local staff positions; Orval R. McGuire is executive secretary.

Dobson, currently serving his eighth term as president of the 1,900-member local, is resigning that post to accept the paid position and has taken a leave of absence from his job as a reporter on the Toronto Globe & Mail.

The local executive committee voted to accept Dobson's application for the post on the recommendation of four top officers. His was one of 25 applications for the position.

The local-representative position has been vacant since last July, when Thomas Shiers resigned after a 4½-year stint to become executive director of the Nova Scotia Civil Service Association.

Dobson served 2½ terms on the International Executive Board after being elected to fill out an unexpired term in 1960. He was defeated in his bid for a third term last fall.

While on the IEB, he served as chairman of the Research and Information Committee and as a member of the Constitution, Guild Reporter and Human Rights committees.

Dobson has represented the Toronto Guild on the Toronto and District Labour Council and as a delegate to Ontario Federation of Labour and Canadian Labour Congress conventions. A former president of the Guild's Canadian District Council, he is currently serving as council secretary.

Times To Try Psychology

New York City — The New York Times announced last week that it is hiring a group of trained psychologists to help it establish "greater rapport" with its employees.

Yankelovich Inc., a psychological research organization, will interview 150 employees and analyze the results in a study the Times said is receiving the co-operation of newspaper unions.

"The history of the past few years should certainly convince us that better communication between management and the staff is vitally important," said Ivan Veit, Times vice president.

The Times has been struck twice in the past four years, by the Typographical Union in 1962-63 and the Guild last fall.

Nothing Sacred

Computer Benches Box-Scorers

New York City — A computer has taken over some of the chores of Associated Press baseball writers. And another one is getting ready to move into newspaper mail rooms.

How AP's electronic statistician works up box scores was described to the wire service's members at their annual meeting late last month.

The computer, prepared in advance with the players' names and symbols for every possible play, is fed play-by-play reports each half-inning. A complete box score is ready within nine minutes after the end of the game. Preparing it in the press box formerly took at least a half-hour.

AP President Wes Gallagher also told the gathering that a new "offsetter" that will completely eliminate type setting for offset newspapers is ready for use.

Copy in one of four available type faces will come from the printer in 11-pica measure; ready for immediate paste-up. Tape handling as well as typesetting will be eliminated.

Also in the offing, Gallagher reported, is an electrostatic teletype printer that will operate at a speed of 1,050 words a minute.

The machine, operating without the clutter of keys, operates with a fine spray of ink, which passes between electrodes and is formed into letters by an electronic beam in a manner similar to that in which pictures are projected on a television screen.

Meanwhile, production executives of foreign newspapers beginning a tour of U.S. newspaper plants were told of a computerized mail-room system under preparation by firms in this country and Switzerland.

As described by Vernon R. Spitaleri, president of the Sta-Hi Corp., at a breakfast meeting here, the system will use a computer to guide bundles according to their delivery destination. Automatic stackers and tying machines also will be used.

The new system will do away with the jobs of scores of employees who "pat, push and bless" the bundles, said Spitaleri.

\$30,000 Pay Too Low?

Ex-Newsman Reedy Quits Post

George E. Reedy, a Guild wire-service leader before embarking on a 15-year government career, is quitting President Johnson's staff for an executive post in private industry.

Reedy's resignation was announced April 25 by Bill D. Moyers, his successor as Presidential press secretary. Reedy, who took a leave from the press post last July to undergo treatment for a foot ailment, had been serving since his return as a special assistant to the President.

Reedy was chairman of the Washington Guild's United Press

Unit in 1951, in the days before formation of the Wire Service Guild.

He will move from the White House to the executive suite of the Struthers Wells Corp., a New York City firm specializing in metal-shaping processes. He will be vice president in charge of planning.

The New York Times quoted Reedy intimates as stating that "at the age of 48 he decided that his White House post, paying \$30,000 a year, provided neither the income nor the security that he wanted for his family."

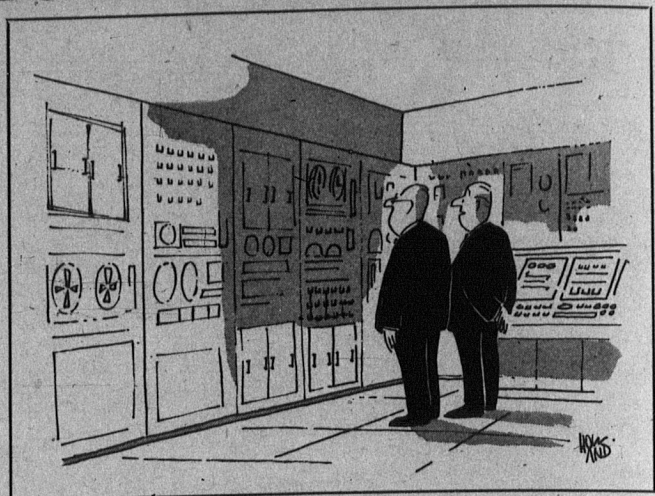
Portable Pensions Advocated To Match Industry's Mobility

Newark, N. J. — A national "pension clearinghouse" to protect the pension rights of 25 million workers covered by private pension funds was urged last month by Sam Zagoria, a member of the National Labor Relations Board and former president of the Washington Guild.

The "clearinghouse plan" would allow pensions to follow employees as they move from job to job,

Zagoria told a seminar on "Labor-Management and the Law" sponsored by a Seton Hall University Law School fraternity.

"We live in a constantly changing world," he said. "Concepts of pensions which represented step-ahead social thinking a few decades ago now require revision in the light of the need for greater flexibility and mobility of industry and commerce."



Holland, © Punch, London

"It's something of a breakthrough—it replaces an entire trade union!"

40 At ANG Seminars In Rockies, Northwest

More than 40 Guildsmen from six locals attended ANG institutes on collective bargaining in the Northwest and Rocky Mountain areas last month.

Representatives of the Denver and Pueblo Guilds attended a two-day session on bargaining goals and methods and stewards' training April 30 and May 1. It was conducted by ANG Collective Bargaining Director J. William Blatz, assisted by Richard E. Wanek, administrative secretary of the Denver Guild.

A week earlier, 1,300 miles away in Seattle, delegates from the Seattle-Tacoma, Vancouver-New Westminster, Victoria and Portland Guilds attended a bargaining seminar conducted by Research and Information Director Ellis T. Baker and International Representative Charles Dale, who spoke on the strike threat in bargaining.

Two representatives of the Guild's new unit at the Coos Bay (Ore.) World, where the Guild

won representation rights last week, also attended the seminar.

The Denver and Seattle-Tacoma locals were hosts at receptions held in connection with the seminars.

New England Seminar Attracts 25 Delegates

Portland, Me. — Twenty-five delegates from seven locals last weekend attended an ANG collective-bargaining institute sponsored by the New England District Council.

At a business meeting after the institute, the council voted to send a strike contribution of \$200 to the New York Guild.

The institute was conducted by ANG Collective Bargaining Director J. William Blatz and Research and Information Director Ellis T. Baker. The delegates were guests of the Portland Guild at a council dinner Saturday night.

The next meeting of the council was set for Providence in the fall.



GEORGE E. REEDY

... Coos Bay

(Continued from Page 1)
get under way before the end of the month.

New locals customarily do not receive their Guild charters until an initial contract has been negotiated, but the local has already elected Gerald Schmidt, a display salesman and sparkplug of the organizing campaign, as its president.

Profits Mount Beyond Pay, Ackley Warns

The rise of corporate profits in the first quarter of 1966 "substantially exceeds" the rise in wages and salaries, the government's top economist declared last week.

"It is time to ask," said Gardner Ackley, chairman of the President's Council of Economic Advisers, "whether a further rise in the share of profits in the national income is in the interest either of the health of the nation's economy or in the interest of business itself."

Ackley told the annual meeting of the U.S. Chamber of Commerce in Washington that profits after taxes in the fourth quarter of 1965 were up more than 88 percent over the level of early 1961 and were "providing the highest sustained rate of return on owners' equity in our modern history."

In the past five years, he added, profits have undergone "the most sustained growth" of any period in the nation's industrial history. The fact that most of this profit growth could be achieved with stable prices "reflected the moderation of labor settlements," he observed.

Ackley cited Wall Street Journal figures showing a 12-percent rise in profits for the first quarter of 1966 over the same period a year ago.

On the other hand, he said, the weekly spendable income in March of the average manufacturing worker with three dependents, measured in constant prices, "was no higher than a year earlier, although he was working somewhat longer hours."

"Does anyone imagine that labor will continue to show moderation in its wage demands when price and profit margins are continually rising?" he asked.

On prices and profits Ackley noted that "earnings figures make it clear that, on the average, the margin over costs has been advancing."

"So far," he said, "there has been no serious upward cost push from the side of wages."

The Wall Street Journal report on profit increases in the first quarter of the year was backed up by reports in other business and financial publications.

The New York Times reported that "profits of the average American corporation are about one-third higher this year than they were a year ago."

(Few newspapers report their profits, but leaders of the American Newspaper Publishers Association reported last month that 1966 is shaping up as a record year in all financial areas. And the New York Times's own profits were up more than 11 percent in the first quarter.)

The Times said that one-fourth of the 516 industrial manufacturing and service companies surveyed "set earnings records for the March quarter, and a number of these achieved the highest profits in their histories."

Massachusetts Town Bans Strikebreakers

Peabody, Mass. — This Northeast Massachusetts city last month became the third municipality in the state to enact an ordinance prohibiting the employment of professional strikebreakers. It is the 88th to do so in the nation.

The ordinance was adopted by a narrow 6-5 margin April 28 after a heated city-council debate.



FOR UNION SERVICE: Dominic Foran, second from left, president of the Baltimore Council of AFL-CIO Unions, receives the Washington-Baltimore Guild's Arthur Riordan Memorial Award for effective contribution to the labor movement from Joe Holt Anderson, Jr., left, local president. Others are Walter Bassford, right, local treasurer, who received a special award for "long and selfless" service, and former ANG President Kenneth Crawford, contributing editor of Newsweek, who presented the local's Front Page awards.

Low Pay Gets Blame As ANPA Views Talent Loss With Alarm

New York City—Newspaper salaries must be greatly increased to attract new employees to the industry and keep old ones from leaving, newspaper executives conceded at the American Newspaper Publishers Association convention here last month.

The growing flight from newspaper jobs was viewed with alarm as the publishers convened for their annual meeting April 25 through 28.

Key executives agreed that higher salaries are needed to stem the trend—and that newspapers will be making increasingly more money to meet the bill.

John Cowles, Jr., vice president and editor of the Minneapolis Star and Tribune, declared that pay "has got to be substantially increased, particularly on the reporting and editing side of newspapers."

California's Gov. Edmund G. Brown had raised the salary question in a panel discussion, stating that only 17 percent of journalism students went to work for newspapers last year. He questioned whether salaries were adequate.

Cowles conceded they weren't. So did Eugene R. Lambert, personnel director of the St. Paul Dispatch and Pioneer Press and president of the Newspaper Personnel Relations Association.

Lambert said that "there must be some better approach to salary administration" than "training people at our expense for other

Help Wanted

New York City — Publishers, while bemoaning the difficulty of finding enough job applicants, displayed little enthusiasm when New York Gov. Nelson A. Rockefeller suggested that the American Newspaper Publishers Association help set up a job-location and training program for employees displaced by the New York newspaper merger.

Rockefeller advanced the proposal at an ANPA convention panel. It was endorsed by California Gov. Edmund G. Brown, but publisher members of the panel were cool. "Good men" would have no trouble finding jobs, one replied.

Later the ANPA said the New York City Emergency Placement Committee was best equipped to help jobless newsmen.

industries to lure away with higher salaries."

Warning that current recruitment problems are likely to become even more serious in the future, he suggested that "some consideration might be given to the Guild's determined drive to establish uniform scales" at greatly increased levels.

The Guild's current wage goal for experienced employees in key

editorial, advertising and circulation classifications is \$270 a week.

ANPA leaders were virtually unanimous in agreeing there will be plenty of money in newspaper coffers in coming years to offset the cost of higher pay.

G. Gordon Strong, president of Brush-Moore Newspapers and chairman of the ANPA Bureau of Advertising's board of directors, predicted that, barring an economic reversal, 1967 "should become the first five-billion-dollar year" for newspaper advertising. The industry, he declared, is on the threshold of "unprecedented growth."

Noting that newspaper revenue reached new highs last year, Gene Robb, ANPA president, said "the records of 1965 are already being topped in 1966."

Newspaper growth should proceed even more rapidly now that suspensions and mergers are "largely behind us," Robb said.

The series of mergers, said John P. Kauffman, the Bureau of Advertising's new president, has placed newspapers "on the threshold of the best five years of our history."

Reporting revenue at record levels, Kauffman said "business so far this year looks like it will hit another all-time high."

As for "anyone who says newspapers are sick," he declared, "let him try to buy a newspaper—any kind of newspaper—and he will find fantastic prices."

Guild Asks Thomson To Step In As Oshawa Grievances Mount

Toronto, Ont. — The Toronto Guild last week asked Lord Thomson's intervention to halt a campaign of poststrike harassment at his chain's Oshawa Times.

The Guild executive committee authorized a cable to the British press magnate May 4 after hearing a report on a lengthy series of grievances that have followed the end of the Guild's 15-day strike against the Times in January and February.

The executive committee re-

quested ANG International Representative Fred Jones, who helped lead the successful strike, to go back into Oshawa to counter the company campaign.

The latest company move, Jones reported, was the indefinite suspension of its Whitby bureau manager May 3 on charges of working for a competing paper, the weekly Ajax News-Advertiser, and permitting the bureau office to be used for ad solicitation on the weekly's behalf. The manager,

Roland Smith, denied the charges categorically.

The Guild has initiated grievance procedure on the suspension, as well as on the company's refusal to grant full wage increases to three employees whose pay was over the minimum and its refusal to grant equal hospitalization benefits for women employees.

Other harassing steps cited by the Guild include the transfer of two leading Guild members to other jobs.

Broun Winner, D.C. Guildsman Get Pulitzers

New York City — Washington Guildsman Haynes Johnson and John Frasca, winner of ANG's 1965 Heywood Broun Award, are among six winners of this year's Pulitzer Prizes in journalism.

A Pulitzer Prize also went to former St. Louis Guildsman Robert Lasch.

It was the second consecutive year in which the Broun Award winner Johnson also won a Pulitzer. The 1964 Broun winner, Gene Goltz of the Houston Post, received a prize for special local reporting.

It was the same prize that went to Frasca this year for a series of articles that led to the release of an innocent man sentenced to 10 years in prison. Frasca, a former Guild unit chairman at the Philadelphia Daily News, is a reporter for the Tampa Tribune.

Johnson, the son of a former Pulitzer winner, Malcolm Johnson of the old New York Sun, won the national reporting award for his coverage of the civil-rights conflict in Selma, Ala. His father won the prize in 1949 for a series on waterfront crime.

Johnson has won two Washington Guild awards for reporting, including its grand award in 1961. Lasch won a prize for editorials in the St. Louis Post-Dispatch.

Guild Charges Filed On Vote In Long Beach

Los Angeles, Calif. — The Los Angeles Guild has asked the National Labor Relations Board to set aside an April 20 representation election at the Long Beach Independent and Press-Telegram because of a series of unfair labor practices.

The Guild, in a petition filed six days after losing a 31-to-23 vote in the classified department, charged the company with a campaign of pressure and coercion.

Among other things, the Guild said, the company granted \$15 wage increases to telephone solicitors and had supervisors interrogate employees on their attitude toward the Guild and direct them to vote against it.

Toronto Dailies Spurn Talks

Toronto, Ont. — The publishers of Toronto's three dailies have spurned a Toronto Guild request that they meet with International Typographical Union President Elmer Brown to settle the 22-month old printers' strike.

The publishers, in letters responding to the Guild's request, indicated their position was the same as two months ago, when they said any meeting with Brown would be "futile" in the absence of contract proposals that had the prior approval of Brown or the ITU executive council.

The Guild and other newspaper unions urged a resumption of negotiations three weeks ago, when Brown came to Toronto in hopes of initiating talks.

Guild 'White Paper'

How 3 Publishers Forced The New York Merger Strike

Following is the text of the "White Paper" published by the New York Guild on its strike against the merged World Journal Tribune.

WHY is there another newspaper strike in New York, with its dimout of the printed news, with all the harsh economic effects on thousands of newspaper employees who find themselves off the payroll? The easy answer—that a union called the strike to block progress, to prevent necessary change (merger) in the industry—is one the publishers of the struck newspapers would like you to believe. The facts add up to a different, even an opposite, conclusion.

The pertinent and undeniable facts are these:

► The publishers of the World-Telegram & Sun, Journal-American and Herald Tribune dreamed up the merger, reducing these three daily and two Sunday papers to two dailies and one Sunday.

► The merger publishers then proposed to cut their staffs in half, dismissing 900 employees in Newspaper Guild jurisdiction, 2,000 in all, including the craft-union workers.

► The merger publishers, owners of the new World Journal Tribune Inc., selected staffs for their WJT papers without regard to their seniority standing, long recognized and accepted in the papers' Newspaper Guild contracts.

► And the publishers proposed that those they hired for the merger papers carry on without job security, without any of the protections and benefits which had been theirs for years under their old contracts and which other newspaper employees under their own Guild contracts still have.

These things were all done by the three merger publishers, not by the employees, not by their union.

To newspaper employees whose pay and working conditions had been long determined by a Newspaper Guild contract, this was impossible to take.

That's why the strike.

That the people would strike lacking a contract like that which had been long in effect could have been, and was, no surprise to the publishers.

They nevertheless went ahead, and are going ahead, on their planned course.

Isn't it a fair conclusion that the three powerful publishers, not the Newspaper Guild, made this strike necessary, perhaps planned that there be a strike? That, in a real sense, the three publishers called this strike?

Good Faith Or Bad?

IT is important to know, despite the above, what were the three publishers' intentions? Were they, and are they, acting in good faith? Or the reverse? Let the facts, again, the events as they occurred, provide the answer.

The Guild had long-standing contracts with each of the three WJT predecessors, the terms of which ran until March 30, 1965. They contained agreed-on terms and conditions of employment. In line with usual collective bargaining practice, the Guild notified the publishers on Feb. 1, 1965, of its wish to open negotiations

for renewal of the contracts. And while the publishers were thereafter negotiating with the Guild, they were also secretly negotiating with one another for the merger of their properties.

Was this good faith?

For months, despite rumors of the secret goings-on, the three publishers double-talked on the matter. When the Guild finally learned that a merger or consolidation was coming, it proposed a contract merger clause, to protect the employees in case of a merger.

The three publishers (1) denied that the merger was in the works, or at least that it had been finally decided on, and (2) never once bargained on the subject of a contract merger clause.

Was this good faith?

In December 1965, the Guild was in almost complete agreement on the terms of a new contract with the Herald Tribune and the World-Telegram & Sun, except for the unsettled question of protection for employees in the event of a merger. At this time, too, the three publishers openly admitted that they were on the verge of completing their merger, for which no date was then given.

It would have been pertinent, would it not, for employers with average good intentions in the collective bargaining process, with average decent consideration for their employees, to begin bargaining then on the publishers' obligations under the old contracts... for renewal of which tentative agreements were all but ready for signing... and on a new contract?

But no bargaining was begun.

The three publishers remained mum on what plans they had as to the type of operation to be expected (what papers and what kind of papers would be around after merger) and staff personnel (who would be retained, how selection of those to stay and those to be dropped would be made).

Boom Is Lowered

THEN, on March 21, 1966, they lowered the boom. At a gathering of representatives of all newspaper unions, including the Guild, they announced formation of WJT, to be jointly owned by the three publishers, which would publish (with a combined single staff) a morning Herald Tribune, evening World Journal and Sunday World Journal Tribune.

Even this much notice was given the unions only because, the Guild, new contracts being still not agreed on, was without a written contract and therefore had the right to strike. The publishers publicly admitted this.

In the next few weeks, though there were disputes with all ten newspaper unions, the publishers made no serious attempt to come to an agreement with any of them. Then, in mid-April they announced their D-Day, the fixed date on which they intended to start publishing the new WJT papers: April 25.

This was a unilateral, arbitrary decision. Each of the unions, including the Guild, was told the number of employees that would be retained in its jurisdiction, nothing much else.

An interesting difference became clear in the publishers' method of selecting Guild-member employees for the merger operation and those from the nine craft unions.

They followed the terms of the craft-union contracts as to employee selection completely. Seniority and like rules of each craft union were closely adhered to. But not so with the Guild. Here selection was made in complete and arbitrary disregard of contract terms and conditions which had been in existence for 12 years or more.

Was this good faith?

Or was it a clear example of the three publishers' view that their written signature to a contract requires them to live up to it only when it suits their convenience to do so, otherwise not?

What They Want

THERE HAVE been negotiations meetings, both before and since the strike started on the eve of their April 25 deadline, and (as of this writing, a week later) nothing has come of them because of the stiff and arbitrary and negative position taken by the WJT publishers.

The Guild proposed, to relieve the harsh impact of a large number of involuntary separations from the job firing, that

► Voluntary resignations be accepted, with full severance pay, in place of employees scheduled for dismissal, and

► That other incentives, such as additional sev-



FOCAL POINT: Guild pickets turn out in force at the World-Telegram & Sun plant, production site of New York's three merged newspapers.

erance pay, be offered employees on in years, who might thus be induced to retire.

This was talked about, but nothing was done.

The WJT management position is this:

► They refuse now conditions for a new Guild contract which they had agreed to in negotiations for renewal of the earlier separate contracts last December.

► They propose that the 1962 World-Telegram & Sun agreement be used as the base for a new WJT contract. But when asked whether that included the job-security provision of that contract, their answer was they would like to operate "without that commitment." So that even this would be a weak or perhaps nonexistent "base."

When the Guild asked what would the publishers propose for a contract, they had no answer.

The Guild not only has, but is prepared to submit written language on every provision of a full contract. To date management has submitted absolutely nothing specific. When a subject is under discussion, the management answer has at times been, "We agree in principle."

We, of course, cannot know what agreement "in principle" amounts to... until it is spelled out in writing. Without the written language, an "in-principle" agreement is no agreement.

The three publishers need a free hand, they say, in retaining whom they want for their new papers, regardless of seniority... they mustn't be shackled by a rigid seniority rule. But, of course, this is a rule no more rigid than other newspapers in the city live with, and is far less rigid than seniority provisions of the craft unions, which the publishers have indicated they will not challenge.

Seniority Exceptions

PARTICULARLY in the matter of job security, the Guild recognizes and has recognized that the publisher does have the right, in certain circumstances, to depart from seniority upon proof that such departure, in a given instance, is necessary.

This the publishers have accepted in the past. They agreed in the past that tangible proof would be needed to set up an exception from priority.

But for the WJT operation, the publishers are opposed to tangible evidence. They instead want to be able to depart from seniority when it seems necessary to do so "according to our observations and opinions."

This, of course, would mean no seniority at all.

If that were to become the rule even in part, it would mean that employees who are now selected to work for the WJT operation would have no guarantee that they were hired for as long as even a week.

They have already been putting their "principle" into effect, or attempting to put it into effect, via the "in" and "out" letters which management has sent to the 1,800 or so employees of the original three papers.

papers. Leading the march are John E. Deegan, local secretary-treasurer, and Thomas J. Murphy (with umbrella), local executive vice president.

On the "in" list of those invited to work for WJT are employees who were hired less than six months ago or, in some instances, within a week or less before the scheduled April 25 D-Day... while on the list of the "outs" are many employees with a record of fine, even distinguished, service to their papers, going back 10, 15, 20 years and more.

The letter to those invited not to come back belongs in a museum for instruments of torture of employees, something in the nature of a cruel hoax.

It is addressed to merely "Dear Employee," with no name of the employee except on the envelope, starts with the statement that you are retained in the employment of WJT and winds up by explaining that retention is for the duration of the notice period only.

Of course the approximately 900 not summoned to work for the WJT papers lost out because of the publishers' merger deal, not because of any strike or industrial dispute... just a little final touch of cruelty, as if the WJT publishers were determined to prove that they were hard as nails.

New Yorkers used to boast that their city was "a union town." It is still that, but the publishers of the World Journal Tribune papers evidently aim at eliminating that label, starting with New York's newspaper industry. For if they succeed in watering down the various contract provisions, those mentioned in this statement and many others, they would do more than obtain a substandard contract for the WJT—they would open the door to eventual like substandard provisions by all the other publishers, whose contracts will be open for renewal next year.

These other publishers, with whom the WJT proposes to compete for the same New York market, would feel they, too, should receive the "easier," meaning also substandard, contract conditions.

Must Win Now

THUS THE WJT is seeking the right to "farm out" work that until now was done by Guild employees. It turns down a proposal to safeguard present jobs against farming out (to outside, usually low-paying, nonunion firms). If farming out became acceptable in this one section of New York newspapers, how long before this dangerous practice spreads its tentacles to the rest of the field?

If the Guild (and the other unions, too) is to beat back, further encroachments on hard-won and long-

held benefits in our contracts, it will not do to give in now but determine not to let them do it "next time." The fight that is lost now will not be easier to win the next time out.

The Guild and the other unions must win this fight now.

The three publishers who have combined into the World Journal Tribune Inc. are no small-time employers forced against the wall by demands of a powerful union or unions.

These are, in point of fact, very powerful employers. Backing them are: the Hearst Corp., which published the late Journal-American; the Scripps-Howard Corp., of the departed World-Telegram & Sun, and the financial empire of the Herald Tribune's House of Whitney—representing among them between 500 million and 750 million dollars!

Money like that talks—in a loud and sometimes arrogant voice.

Whether the individual papers that merged into the WJT, especially the World-Telegram and Journal-American, lost money there is no true way of knowing. Whether these papers lost money in a double-entry-bookkeeping razzle-dazzle while the parent corporations prospered is also unknown. These are matters not revealed to the general public.

But the massive financial power marshaled behind the WJT has now spoken to its newspaper employees in New York.

You are going to work for us, those of you we choose for our staffs, the masters of WJT have said, on our terms. Without union protection, or at least not much. We will make "these union leaders come to their senses," is the way Matt Meyer, the WJT president who comes out of the Deep South, puts it.

The purpose of the strike, which the World Journal Tribune publishers forced on the Guild, is to make sure that Guild members who work on the WJT papers (successors of the papers they had long worked for) work under a Guild contract, under Guild terms and conditions. And that those who are separated from their jobs receive all the benefits they are entitled to under the Guild contracts.

In New York in the mid-1960s, this does not seem too much to ask.

Defense Of Industrial Unionism

Wechsler Assails Critics' 'Snobbism'

Industrial unionism has made it possible for all Guild employees—editorial and commercial alike—to live better lives, New York Post editorial-page editor James Wechsler declared in a column defending the Guild against criticism leveled in connection with the New York merger strike.

Wechsler wrote a few days after Herald Tribune columnist Jimmy Breslin, attacking the New York Guild's response to the merger, described the Guild as "a union of elevator operators and accountants which has been kind enough to allow in it a small group of reporters and rewrite men and copy editors."

Wechsler, in an April 26 column, had this to say:

NOW THERE are newspapermen intimating that the latest crisis in New York journalism is really the fault of the late Heywood Broun, who successfully implored the infant American Newspaper Guild back in 1937 to recruit such proletarians as accountants.

Not long ago there were others saying that the misfortunes now afflicting true local journalists were a product of the vulgar militancy of printers and truck drivers with whom the skilled typewriter artisans made common cause.

In moments when many homes are haunted by the latest labor-management conflict in the newspaper industry, no one working for an enterprise spared this travesty can offer sanctimonious guidance to his dispossessed or disconcerted brethren. But neither is it possible for one who was, long a Guildsman and a beneficiary of its gains to acquiesce in the simple-minded snobbism that underlies the restless search for a scapegoat.



Wechsler

Broun is not the architect of this disaster. Thousands of newspapermen—as well as commercial, circulation and advertising employees—have lived better lives, and do so on this day, because he cared. He did not need a union to protect his own livelihood; no city editor would fire him on Christmas Eve.

Exactly 32 years ago today the New York Post carried a headline reading: "Newspaper Guild Will Be Failure, Publishers Say." The story began:

"Failure of the Guild movement among newspaper editorial workers was prophesied by speakers today at a secret session of the American Newspaper Publishers Association."

At the same meeting, the Post reported, "the fear was generally expressed that a child-labor amendment to the Constitution would put a stop to newsboy opportunities for future generations. No publishers spoke up in favor of ratification of the amendment."

IT WAS all long ago, and yet still relevant to those now chastising the memory of Broun or the presence of the ITU's Bert Powers. The Guild survived not only among "newspaper editorial workers" but expanded its jurisdiction, as heretofore noted, to those commercial employees who would otherwise have remained defenseless rugged individualists. Newsboys still exist; the ruthless exploitation of children is largely confined to wretched agricultural provinces protected by the farm lobby.

None of this is an uncritical defense of newspaper unionism in modern times. There have been poor leaders, tragic misjudgments, blurred vision. But the unions have had no monopoly on error.

Those byline writers who depict the current Guild strike as the consequence of Broun's folly miss the point. This sadness is not the product of

industrial unionism; in immediate terms, it is a conflict over spurious rights in the city room rather than any caprice of commercial employees. The Guild leaders have clung to the traditional view that those who have served longest must be preserved longest. Some of the younger spirits might pause to remember that there but for the grace of God...

In any case, let them cease blaming the non-editorial workers for their plight. They didn't provoke the argument.

[Wechsler, describing New York Typographical Union President Bertram A. Powers as "the most thoughtful, creative figure in newspaper unionism," said the publishers might have avoided a bargaining impasse by giving the printers "a real measure of his rational demand for extra severance pay." Then, returning to the Guild, he concluded:]

INEVITABLY many complex matters are condensed in this report. Certainly the Guild has been too little concerned with journalistic standards and style, but how many newspaper executives would welcome such intrusion in their affairs? Other unions in the industry have shown too little realism about the affirmative possibilities of automation. How much initiative has the industry shown in pursuing long-range solutions? And why should the man who is setting this type—who may be a Goldwater Republican—feel some special institutional loyalty to those of us who possess the luxury of a typewriter?

No, Virginia, Broun isn't the villain. Ted Kheel, the skilled mediator, has often said that the key to stability lies not in the restoration of the Guild as an exclusive craft union but in the creation of a single industrial union covering all employees in the business. Under questioning yesterday, as he was striving to break the present deadlock, he had not changed his mind.

Cole Pressing Mediation Efforts In N.Y. Strike

(Continued from Page 1)

gram, where the merged papers are to be published.

The Guild last week issued a "White Paper" charging the publishers with provoking the strike.

The publishers—who Times writer A. H. Raskin estimated will save 15 million dollars a year in the merger—have disregarded seniority lists, have denied severance to downgraded employees and have tried to bargain down to the weakest of the three contracts, the Guild said.

In some cases, it added, employees hired after the merger was announced are scheduled for retention over persons with from 10 to 20 years' service.

Neither the Times, the Daily News nor two Newhouse papers on Long Island, fellow members of the New York City Publishers' Association, shut down in support of the merged papers, and the Post, which does not belong to the association, raised its press run from 400,000 to 600,000.

Members of the association have traditionally closed down in "massive retaliation" against a strike affecting one of their number, but Meyer announced that the World Journal Tribune had not asked them to do so. Meyer, who had said earlier that a long strike in which the other papers did not close down would require "a hard look" at the continued existence of the Herald Tribune, declared as the strike began:

"It would have been a mistake to black out the city's newspapers without seeing further developments. We think we can bring these union leaders to their senses."

Three weeks later, with bargaining having made little headway, the Times, News and Newhouse were still publishing.

Despite reports of Justice Department concern over effects of the merger on the rival afternoon Post, the new corporation announced advertising rates for the merged afternoon and Sunday papers lower than those for the papers they replaced. Tribune rates will remain the same, but combined rates were announced for all three papers.

Post Publisher Dorothy Schiff had said the day before the rates were announced that the Post had been considering antitrust action against the merged corporation but had decided not to act "at this time."

"We will wait and observe the actions of the new company," she said.

Craft unions were respecting Guild picket lines but were not striking themselves. The publishers, however, moved in Federal Court to force the unions to arbi-

N.Y. Publishers Get The Blame

New York City—"Publishers at fault," read the analysis of New York's newspaper merger strike. "High-handed, arrogant."

From a union strike bulletin? No—from the April 26 Gallagher Report, a widely read media newsletter.

"Jock Whitney's Herald Tribune cry-baby, front-page editorial ineffective," it went on. "Publishers should have approached unions in conciliatory manner . . ."

"Newspapers' president Matt Meyer makes statement typical of publishers' attitude. 'We think we can bring these union leaders to their senses.'"



SITUATION REPORT: ANG President Arthur Rosen, center, receives word on strike developments from Thomas J. Murphy, executive vice president of the New York Guild, at World-Telegram strike headquarters before joining the picket line.

trate merger problems under their contracts with the old papers.

The publishers contend that the old contracts are still operative but withdrew the suit after a Lindsay request to defer action while Cole tried to resolve the disputes through mediation.

Washington Post reporter Flora Lewis said part of the reason the publishers were not pressing court action was that "it would be hard to explain why existing contracts with Associated Press and United Press International were considered dead."

Cole, former director of the U.S. Mediation and Conciliation Service, was called into bargaining after an abortive pair of "fact-finding" proposals.

The Guild rejected a last-minute prestrike proposal by Lindsay, Gov. Nelson A. Rockefeller and Sens. Robert F. Kennedy and Jacob Javits that those members acceptable to management go to work on the merged papers while fact finders tried to work out a settlement.

Lindsay made a new fact-finding proposal a week after the strike began but dropped it when the Guild and other unions said good-faith bargaining, not fact finding, was the need.

Theodore W. Kheel, who had been mediating talks with the printers, withdrew when Lindsay made his proposal, declaring that a fact-finding board would be "more harmful than beneficial."

Guild negotiations centered almost exclusively on seniority during the initial two weeks of the strike.

The publishers, who sent two sets of "Dear Employee" letters the weekend the strike began to employees they want to retain and those they want to dismiss, insisted on disregarding the old contracts' provision that discharges be according to seniority except for employees with "special functions" or "outstanding ability."

They sought to retain 112 editorial employees of the Tribune out of seniority to preserve the Tribune's "image" and presented seniority lists the Guild said were gerrymandered to keep those employees they wanted to retain from other departments and papers.

In some cases, said Thomas J. Murphy, executive vice president of the New York Guild, the pub-

lishers had broken down job classifications into numerous sub-categories, such as classified automotive salesmen, real-estate salesmen and so forth, setting up separate seniority lists for each.

In others, he said, they had lumped a half-dozen classifications, from clerks to office managers, into a single list.

Meyer said that if the publishers agreed to dismiss according to seniority, "we would have a staff of old men and women."

The publishers also were resisting the application of contractual "bumping" procedures for displaced employees who formerly held other jobs. They maintained that this would be "too complicated," although they propose to bump a number of exempt employees into Guild-covered jobs.

And they indicated there would be no rehiring list, the Guild said.

Bargaining progress in the seniority area was limited to agreement on a list of 50 home-delivery branch managers and circulation-education salesmen, which followed strict seniority, and a management agreement to consider revising its gerrymandered advertising classifications.

Negotiations turned to severance pay this week with little more success. The publishers again rejected a Guild proposal to allow voluntary resignations with severance pay in place of employees scheduled for dismissal. But they did agree to pay severance to dismissed employees who

subsequently are offered work by the new corporation and refuse it.

Murphy said the publishers were trying to bargain down in all areas to the weakest contract of the three—that at the World-Telegram. The Tribune had agreed on all contract terms except those governing merger last December, he reported, but now has reneged on the entire agreement, claiming the merger makes it invalid.

Bargaining with the printers and other craft unions was making no better headway. The printers are asking severance pay over and above the contractually required three weeks, with the money to go into a union fund to be paid to those members who cannot find new jobs. Powers has estimated 200 will be out of work for a year.

The publishers plan to eliminate 2,493 of their 4,728 employees, wrote Raskin, assistant editor of the Times editorial page, in reporting that they stand to save 15 million dollars a year in payroll and fringe benefits.

"The question, as the unions see it," he said, "is how much of these potential economies the new enterprise is ready to invest in extra benefits for displaced workers as a means of getting its presses rolling."

The Guild's "White Paper" charged that the publishers' intransigence on seniority and severance pay made it "a fair conclusion" that they "planned this strike."

Few Find Jobs

Outlook Bleak For Merger Victims

New York City—The prospects of obtaining jobs for most Guild members, especially older ones, displaced by merger of the New York Herald Tribune, Journal-American and World-Telegram & Sun are bleak, according to the co-ordinator of the Guild's emergency placement service.

"This whole situation looks horrible, far worse than that which existed at the time of the Mirror's demise," said Robert I. Queen, a newsman and public-relations consultant who also headed a job-finding effort when the Mirror folded. "Given a choice, industry seems to prefer narrow experience to wide ex-

perience, youthful inexperience to mature, varied experience."

As of early this week, Queen reported, the service had been able to find permanent jobs—on a trial basis—for only 25 members; 115 others were placed in temporary positions.

Queen has sent letters to 13,000 employers in the New York City area and had 720 job listings, he reported; 65 of them were writing positions—23 of them with the federal government. The remainder were clerical.

Those newspaper jobs that have been offered have been mostly out of town—unattractive, Queen explained, to employees with fam-

Bertram A. Powers, president of the New York Typographical Union, and Joseph Baer, president of the Deliverer's Union, also had charged that the publishers wanted a strike.

Meyer sent employees—those who remained—a letter denying the accusation, terming it "hard to even think" that the publishers had sought to incite a strike. Earlier he had said that the publishers had "no choice but to take a firm stand if we are not going to be raped."

And persistent reports that the Tribune would never reappear—including a Wall Street Journal story that members of the paper's Washington bureau were seeking other jobs on management's suggestion—drew a denial this week from John Hay Whitney, publisher of the Tribune before the merger.

He said the Tribune "certainly didn't enter this merger with the intention of publishing only an afternoon and a Sunday newspaper."

On the eve of the strike Whitney had published a front-page editorial conceding that responsibility for the papers' position "was in both camps" and that "many of the ills we suffer are the result of stupidity as much as ill will." But he contended that the publishers can't "make a new start" because "the unions won't let us."

There were these other strike-related developments:

► The Guild urged employees who had received dismissal notices to file for state unemployment-compensation benefits despite a publisher announcement that they would oppose such payments even for dismissed employees. The Guild said it would fight any adverse ruling.

► A bill that would allow craft-union employees idled by the Guild's strike to collect immediate unemployment benefits was introduced in the state legislature.

► The Guild began paying weekly local and ANG strike benefits ranging from \$47 to \$89, costing the International Defense Fund \$75,000 a week.

► The Deliverers, charging that their members had not been paid for the week they worked before the strike, filed a complaint with the State Labor Department.

The Guild has acknowledged initial strike contributions totaling \$1,787, including the following:

Boston Guild	\$500
St. Louis Guild	250
Twin Cities Guild	100
Washington-Baltimore Guild	500
Consumers' Union Unit	62
Jewish Forward Unit	25
New York Reporters' Association	300
Journal-American printers' chapel	20

ily and other ties in New York.

"Many private firms," said Queen, "are trying to exploit the entire situation, offering poor pay, long working hours and insisting on employing only the younger people."

Employees over 40 face the toughest problem, he said, explaining:

"Employers insist on high academic qualifications for which in most instances they're unwilling to pay. They throw up blocks, use pension plans as an excuse for not taking the older man. In fact, we are still trying to place some 30 ex-staffers from the Mirror."

IFJ Hits 'Callous Destruction' Of Jobs In New York Merger

Berlin, West Germany—The International Federation of Journalists' congress last week condemned the "callous destruction" of hundreds of newspapermen's jobs by the merger of three New York City papers.

The congress—with representation from 37 countries on five continents—expressed its concern for the fate of New York newspaper employees, many of whom, it noted, "have given lifelong and loyal service to the public and the publishers."

The IFJ resolution deplored the merger as a step that would "restrict still more the choice of news and opinion for the citizens of the largest city in the world."

The congress, in a separate resolution, voiced concern over the mounting concentration of newspaper ownership everywhere "through merger, monopoly and other monopolistic practices."

"Countless vibrant voices once heard in the marketplace of ideas have been stilled, narrowing a needed area of dialogue," the resolution declared. The loss, it said, has weakened "the keystone in the arch of democracy."

"Freedom of the press means plurality and diversity," the congress said. "Freedom of the press is useless if there is no press."

Freedom of the press also means "a fair measure of security for the journalist," it said, calling for prior notice to employees and

Argentines Back Merger Strike

Buenos Aires, Argentina—Argentine newspapermen have thrown their support to New York Guildsmen striking over merger conditions at the New York World Journal Tribune.

The executive committee of the Argentine Federation of Newspapermen expressed its solidarity in a letter to ANG Secretary-Treasurer Charles A. Perlik, Jr., two days after the strike began.

"We are sure that this just cause to protect sources of employment will be won by our brothers in New York," the committee declared.

"mutual agreement by proprietors and journalists" before any merger takes place.

IFJ officers were directed to conduct a comprehensive inquiry on mergers and to report the results.

The congress re-elected ANG Executive Vice President William J. Farson as vice president for North America. ANG President Arthur Rosenstock was re-elected a member of the IFJ executive committee for the United States.

H. J. Bradley, general secre-

tary of the National Union of Journalists of Great Britain, was re-elected president.

The IFJ, responding to an invitation from the Communist-dominated International Organization of Journalists for discussion of "the maintenance of peace and promotion of friendship," said it was prepared to "engage in fraternal exchanges of views with journalists throughout the world provided they belong to free trade unions or professional organizations and share the opinion . . . that the words 'freedom of the press' mean freedom in the collection of information, freedom of opinion and comment and freedom in the dissemination of news."

The delegates made it plain that the IOJ organizations do not qualify.

In addition to Rosenstock and Farson, ANG International Affairs Director Richard P. Davis, attended the congress as an observer. International Representative, Ronald A. Watts, on loan to the IFJ, and his wife, Sarah, who edits the IFJ magazine, "The Journalist's World," also attended.

Out of Retirement

Back To The Picket Line At 83

New York City—Eighty-three-year-old Magnus Bredenk, a veteran of Guild battles down through the years, emerged from retirement to join his former fellow Guildsmen on the Journal-American picket line.

Bredenk, a charter member of the Guild and former chairman of the Journal-American Unit, marched for an hour. "I want to do my part for old times' sake," he explained.

Thirty-two years ago Bredenk walked off his job as managing editor of the Newark Ledger to march on one of the Guild's first picket lines.

Bread thrown on the water in Perth Amboy returned last week in New York.

Chet Zaleski, a Perth Amboy printer with a good memory, crossed the river with his two children to do picket duty at the World-Telegram & Sun plant.

Zaleski was one of 52 locked-out printers whom the North Jersey Guild helped win a 19-day struggle at the Perth Amboy Evening News last November.

It was an old theme seemingly without variation for World-Telegram rewrite man Erwin Savelson when the paper suspended publication April 23.

Savelson was on the New York Mirror when it ceased publication three years ago and wrote "The Day The Mirror Died," an account of the closing, for the Guild Reporter. And he was an office boy on the World when it was merged

with the Telegram in 1931.

"I can't argue with management wanting to create a stronger newspaper," Savelson said. "This has been done all wrong, though, and I'm thoroughly disenchanted."

New York Post Guildsman Bertram Gumpert, installing officers of the International Guild of Prestidigitators the day the strike began, told them they were facing competition from Hearst, Scripps-Howard and Whitney.

"I stand here in admiration before a group of fine magicians," said Gumpert. "But my profession has produced even greater magicians than you are. A group of publishers here in New York has made three great newspapers disappear."

Gus Mosca, striking World-Telegram & Sun advertising artist, has some \$350 in supplementary benefits as a result of his brush.

An art collector plunked down that sum to buy one of a group of Mosca drawings and portraits on display at an art gallery the week the strike began. The exhibit won-high praise from New York Times critic John Canaday.

Mosca, a former World-Telegram Unit chairman, said walking the night-shift picket lines gives him ideas.

Rufus, the Journal-American's press-room cat, is no rat.

Rufus deserted the plant for Guild strike headquarters when the strike began.

Wire Services' Terms Stop New N.Y. Daily

New York City—Publisher O. Roy Chalk has shelved plans for a new evening daily to compete with the merged World Journal after the two major wire services insisted on contract terms that a Chalk aide said make it "impossible" to publish a new daily in New York.

Chalk, publisher of El Diario-La Prensa, a morning Spanish-

to publish a new, general-circulation evening paper shortly after the newspaper strike began.

But a Chalk assistant, Don Rosendale, said later that the plans had been "temporarily shelved" because Associated Press and United Press International demanded contract terms that "make it impossible to start a new paper in this city."

The wire services, he said, demanded terms that would have cost the paper some two million dollars had it failed to succeed. Chalk had sought the right to review the contracts in three months, six months or a year, but the services refused.

Chalk, who is president of Trans Caribbean Airways and Washington's D. C. Transit System, said the postponement resulted from "our inability to reach an agreement with the news-wire services and certain unions."

Earlier it had been reported that a contract with the Newspaper and Mail Deliverers' Union was the only one on which agreement had not been reached.

The New York Guild had agreed to supply a staff of 55 employees, drawn from members slated for discharge from the Herald Tribune, Journal-American and World-Telegram & Sun.

Chalk, who had originally planned to begin publishing the paper next October, tried to speed its appearance when the Tribune, Journal and Telegram suspended publication. The paper, a tabloid, was to have been printed in the same plant as Chalk's Spanish-language morning daily.

"We've got a going paper making money and only using the plant 12 hours a day," said Rosendale. "The plant overhead on using it the other 12 hours for an afternoon paper will probably be zilch—nothing."

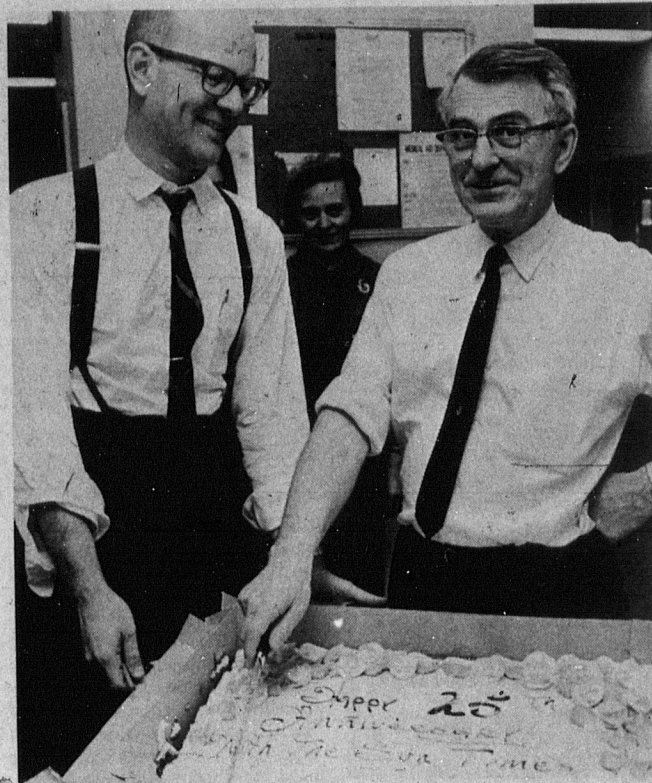
Boston Returns Contributions, Helping N.Y.

Boston, Mass.—The Boston Guild is returning the full \$7,115 it received from other locals during the 32-day Boston printers' and mailers' strike, citing the New York Guild's financial need.

Boston, in notifying other locals of its decision, explained that it was taking the step because administrative costs during the lock-out were small and supplementary benefits were not required because members received unemployment compensation.

Boston rushed back the New York Guild's \$500 contribution along with a \$500 contribution of its own as the New York merger strike began. It promised other locals to expedite the return of their contributions "since this might affect your ability to respond to New York's apparent need."

Boston, which has listed previously unacknowledged contributions of \$100 each from Washington, Pawtucket and Twin Cities and \$50 each from Erie, Wilkes-Barre and Scranton, said the \$7,115 total was "indicative of the solidarity within the Guild when the chips are down." language daily, announced plans



TAKING THE CAKE: Chandler Foreman, an ANG International vice president from 1945 to 1953 and former president of the Chicago Guild, cuts the cake at a news-room celebration of his 25th year with the Chicago Sun-Times. Steadying the whipped-cream structure is Lloyd Green, unit chairman. Foreman, a charter member of the local, is assistant travel editor.

Guild Gets Merger-Notice Clause In Settlement At New York Post

New York City — The New York Post has agreed to give 10 days' notice of any merger or consolidation to the Guild as part of a contract settlement reached at almost the very moment Guild members began picketing the merged World Journal Tribune.

The merger notice, first of its kind to be incorporated in a New York Guild agreement, requires the Post to meet with the Guild during the 10-day period to discuss the merger's effect on Guild-covered employees.

The settlement, winding up more than a year of negotiations, was reached at 4:10 p.m. April 24, 10 minutes after the start of

the Guild's strike against the World Journal Tribune. Post employees had authorized strike action three weeks before.

Ratification is pending.

Agreement had been reached earlier on wages and on automation and jurisdiction protection similar to that won at the New York Times and Daily News. Automation dismissals are prohibited.

The two-year contract, retroactive to March 31, 1965, provides for increases ranging from \$7.20 to \$15.20, with a key top minimum of \$193.10 effective March 31 of this year. Retroactive pay increases for 1965 were distributed before the year ended.

Other gains include a provision bringing voucher-paid part-time employees under contract coverage for the first time and a clause awarding bumping rights to employees who are exempt from a provision prohibiting staff reductions unless it can be proved the paper's existence is at stake. In addition, a committee will be established to reduce the number of such unprotected jobs.

The contract also provides for hazardous-assignment insurance of 1½ times the employee's annual salary, a training program for copy boys, an improved syndicate-rights clause and gains in other areas.

ANG Calls BNA Boycott In Washington Guild Strike

(Continued from Page 1)
worth of business, and cancellations are being received daily.

An estimated 25 to 40 percent of the firm's annual billings, which topped six million dollars last year, are reported to be to labor organizations.

BNA does not do its own printing. ITU printers refused to cross a one-day picket line at the nearby McArdle Printing Co., which does much of BNA's work.

The line was withdrawn, however, after the Guild learned that McArdle had asked the National Labor Relations Board to seek an injunction against picketing.

"We are more than grateful to those printers who demonstrated

their trade-union solidarity and sympathy with the Guild," the local said in a bulletin. "But the Guild could not in good conscience jeopardize their jobs while knowing that Guild pickets would be forced off by court action."

The Guild later mounted an informational picket line at McArdle and was considering a protest to the Allied Printing Trades Council over McArdle's continued use of its label.

In a telegram to all international union presidents the day the strike began, ANG's three top officers declared:

"Major issue is BNA's refusal to grant union shop on ground that to do so might offend management customers. Urgently request your help in showing that failure to do so offends union customers by canceling all subscriptions . . . immediately."

In a follow-up letter, ANG urged that unions stop co-operating with BNA's arbitration reporting service until it halts its anti-union course. The company must have the approval of both parties to a case before reporting it.

The International Labor Press Association sent letters to all its members urging that the boycott be observed and publicized by more than 400 labor publications. The Industrial Union Department urged all IUD editors to remove BNA from their press-release lists.

The Guild charged BNA with launching a campaign of intimidation in the wake of an organizing campaign that saw Guild membership grow from 43 to more than 100 in the editorial and business-office bargaining unit of 175.

Supervisors invited the new Guild members to resign and threatened them with transfer to



'MODERN MANAGEMENT': Picket chairman Mathew Amberg leads Washington Guild members marching at one of four buildings housing Bureau

of National Affairs operations. This one contains advertising offices and BNA's bulletin, Modern Management. Other BNA publications include Personnel Management and Fair Employment Practices.

BNA Harvest: Cancellation, Censure

Continued from Page 1

lations. Please cancel all subscriptions. . . .

" . . . We are canceling our subscriptions until this strike is settled," said J. F. Griner, president of the American Federation of Government Employees. "It is our position to withdraw support from any company that cannot at least be impartial with labor and management."

Jacob Clayman, administrative director of the AFL-CIO's Industrial Union Department, wrote: "We cannot use strike-infected material. Therefore, please cancel all of our subscriptions to your various publications until such time as you come to an agreement with the American Newspaper Guild. The Guild is a reasonable and rational union, and accordingly we are perplexed by your unwillingness to join in contract with them."

" . . . Failure of BNA to grant the union shop to the American Newspaper Guild is offensive to us," wrote Felix C. Jones, president of the Cement, Lime and Gypsum Workers. "We can no longer continue to do business with a company whose policies are so repugnant to us. . . ."

The AFL-CIO canceled all subscriptions by its headquarters offices and called on its 23 regional offices to follow suit.

Cancellations and expressions of indignation flowed in from 20 unions, including the United Automobile Workers, the International Union of Electrical Workers, Sheet Metal Workers, the Stereotypers, State, County and Municipal Employees, Brotherhood of Railroad Trainmen, Masters, Mates and Pilots, Retail Clerks, Airline Dispatchers, Leather Goods, Plastics and Novelty Workers, Fire Fighters, Transport Workers, Retail, Wholesale and Department Store Union, American Bakery and Confectionery Workers, Amalgamated Meatcutters, and Stove, Furnace and Allied Appliance Workers.

The giant Teamsters' union sent a sharply worded wire to BNA giving it until May 17 to settle with the Guild or lose its largest labor customer.

A number of other unions also threatened to cancel unless the strike is settled quickly.

Some unions acted even before the boycott call went out. IUE President Paul Jennings, for instance, wired the Guild: "Anticipated the needs of your strike yesterday. Have canceled all subscriptions to BNA. Solidarity with the Washington Newspaper Guild."

a new location at Rockville, Md., the Guild charged. The Guild said the company also imposed stringent new work rules, declaring that these were part of the union conditions employees seemed to want.

On May 6, with a federal mediation session scheduled the following day, management distributed a memo announcing that the old contract, which expired last November, was canceled, and that it would unilaterally impose new conditions May 9.

The company also announced that it would no longer deduct Guild dues from members' paychecks and promised to provide

full police protection to anyone willing to cross Guild picket lines.

Earlier the same day, Guild members at BNA had voted to reject the last company offer. After standing pat at a mediation session May 7, the company walked out at a second session the following day, 15 hours before the Guild's strike deadline.

Company spokesmen declared that there was no point in meeting until the Guild dropped its demands for increased union security.

The company had previously refused to discuss the other remaining issues—wages, job classifications and the proposed Rock-

ville transfers—until the Guild dropped its union-security demands.

No progress was reported at a 3½-hour mediation session yesterday, and no further meetings were set.

The strikers, picketing at four buildings in three separate blocks, were joined on the picket lines by members of other Guild units and a carload of Baltimore Seafarers.

In a letter to all locals the Guild noted that its 47-day strike against the Baltimore Sunpapers last year left its treasury depleted. It appealed for financial help.

CLC Launches Major Drive Against Injunctions

(Continued from Page 1)
tion to the use of injunctions in labor disputes."

The fight against injunctions was triggered by the Toronto Guild's strike against the Times, in which mass picketing by the entire Oshawa labor movement led to a quick settlement despite a court injunction. The strike was cited repeatedly in debate.

The civil-disobedience move

was led by Stanley Rouse, a Peterborough, Ont., machinist and one of 27 labor leaders arrested recently on a picket line there after an injunction had been issued.

"This is a rotten law, and rotten laws must be changed," he declared.

Toronto Guildsman Murray Tate, who was fired by the Toronto Star for refusing to cross ITU

picket lines there, spoke in support of civil disobedience.

"Court injunctions are a rope around labor's neck, placed there by management, often with the aid of the judiciary who can't understand the labor situation and sympathize with it," said Tate, a vice president of the Toronto and District Labour Council. He added:

"We are law-abiding citizens.

But sometimes we must defy a rotten law."

The original resolution was returned to committee when speaker after speaker demanded a more militant position. It was returned in strengthened form but did not call for open defiance of the law.

The 1,600 CLC delegates voted down a proposal that would have required suspension of affiliated unions that aid struck employers and cross other unions' picket lines in legal strikes.

The resolution was submitted by Patrick O'Neal, secretary-treasurer of the British Columbia Federation of Labour, who said:

"There are some unions that rely on the sanctity of a contract to save their conscience. Their most sacred obligation is to the trade-union movement."

But the delegates voted against the measure, accepting a report of the constitution committee that pointed out the CLC executive council already has power to suspend a union for strikebreaking activity.

The committee chairman, William Ladyman, Canadian vice president of the International Brotherhood of Electrical Workers, said it would be wrong to make the crossing of picket lines grounds for automatic suspension. He said such a policy would require the expulsion of unions crossing Typographical Union lines at Toronto's three dailies.

The CLC's top officers were re-elected by acclamation at the April 25-30 convention. They are President Claude Jodoin, Secretary-Treasurer Donald MacDonald and Executive Vice Presidents William Dodge and Joseph Morris.

'Threat To Labor Unity'

CLC Condemns Separatist Raiding

Winnipeg, Man.—Delegates to the Canadian Labour Congress convention here last month condemned raiding tactics by the Quebec-based Confederation of National Trade Unions and warned against favoring the separatist organization.

ANG's delegate to the CLC convention, International Vice President Robert J. Rupert of Ottawa, charged that the CNTU, which is attempting to raid the Guild's jurisdiction in the French-language segment of the Canadian Broadcasting Corp., threatens labor's unity in Canada.

"CNTU leaders obviously have little appreciation of labor's true goal—the achievement of a fair share of the country's economic and social advantages for the working class," he said, adding:

"We are union people because we have common interests. A noisy and nasty minority of selfish, short-sighted people are willing to fragment the Canadian labor movement to achieve their regional objectives."

The Union of Cinema and Tele-



ROBERT J. RUPERT
Condemns Separatism

vision Employees, a CNTU affiliate, petitioned in March to represent 72 Guildsmen represented by the Canadian Wire Service Guild.

The confederation also is trying to split off French-speaking members of other unions at the CBC.

The Canada Labour Relations Board has rebuffed one CNTU

bid to split off a group of French-speaking CBC employees. Petitions to fragment the Guild's unit and that of the National Association of Broadcast Employees and Technicians are still pending.

In debate preceding adoption of a resolution opposing any government action to change the labor board's policy, CLC officers accused the government of leaning in this direction in the hope of increasing the Liberal Party's strength in Quebec.

Several speakers warned that the government would face a battle if it attempted to change the composition of the board or take any other steps that would lead to the breakup of national bargaining units.

A bid by the Quebec Federation of Labour for more autonomy failed to reach the floor when it was ruled out of order.

Besides Rupert, other Guild delegates to the convention were Orval R. McGuire, executive secretary of the Toronto Guild, and Joseph Serge, chairman of the Toronto Local's Oshawa Unit.

How Newspaper Profits Have Pyramided Value of Scripps-Howard Investment Stock

YEAR	ANNUAL EARNINGS In \$ and as % of \$600,000 Investment	CUMULATIVE EARNINGS In \$ and as % Of Investment	CURRENT VALUE In \$ and as % Of Investment	INCREASE IN VALUE In \$ and as % of Investment, Annually	EARNINGS + INCREASE In Value in \$ and as % Of Investment, Annually
1941	\$ 306,387	51%	\$ 7,500,000	1250%	
1945	385,135	64	7,541,113	1257	
1950	651,782	109	9,671,540	1612	\$1,014,750 169%
1955	786,053	131	10,088,773	1681	
1956	802,051	134	10,949,273	1825	860,500 143
1957	806,276	134	12,717,757	2120	1,768,484 295
1958	895,793	149	12,799,007	2133	81,250 14
1959	1,013,283	169	12,796,457	2133	—2,550 —4
1960	1,026,612	171	13,234,383	2206	437,925 73
1961	981,690	164	13,256,183	2209	21,800 4
1962	1,031,464	172	14,267,683	2378	1,011,500 169
1963	1,074,436	179	15,685,648	2614	1,417,965 236
1964	1,113,624	186	18,890,465	3148	3,204,817 534
1965	1,354,573	226	22,150,555	3692	3,260,090 543
					4,614,663 278%

Source: Scripps-Howard Investment Co. Annual Reports to Shareholders

Scripps 'Gold Mine' Yields 226 Percent

(Continued from Page 1)

duced a total of \$4,614,663, equal to 769 percent of investment. And the current value of its holdings equals 3,692 percent of investment, or nearly 37 times the original \$600,000.

In the last four years, earnings totaled \$4,574,097.68—763 percent of the original investment. The value of the company's holdings increased \$8,894,372, from \$13,256,183 to \$22,150,555—1,483 percent of investment.

Its holdings were worth 67 percent more in 1965 than in 1961. And, when the earnings in four years are added to the increase in value of its holdings during the four years, the analysis shows that the stockholders have benefited by \$13,468,469.68 in four years—

or 2,244 percent of the original investment.

The company's holdings were worth 13¼ million dollars four years ago. Since then, they have earned nearly 4½ million and they have increased in value by nearly nine million. Thus, the stockholders have benefited by nearly 13½ million dollars on newspaper holdings worth 13¼ million. In four years they have more than doubled their money.

"And keep in mind that the Scripps-Howard Investment Co. is just that—an investment company," Blatz emphasized. "It doesn't sell an ad, it doesn't keep the books, it doesn't write a news story or sell a subscription to a newspaper. Its earnings represent dividends paid by newspapers to

their investors. In short, it just divides up the profits."

The Collective Bargaining Department analysis, covering a number of years, shows that earnings of the investment company last year were 108 percent higher than in 1950 and that the value of its holdings was 129 percent higher than in 1950.

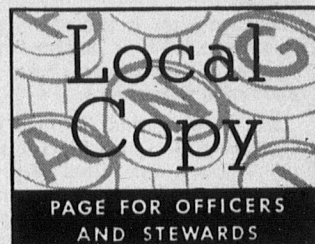
And despite the fact that the company is retaining \$1,346,208 in undivided profits, the annual dividend on each \$1 par-value share has increased from 60 cents in 1945 to \$1.70 in 1964 and \$2.10 last year.

The company owns stock in the Akron Beacon-Journal, Birmingham Post Co., Evansville Press Co., Fort Worth Press

Co., El Paso Herald-Post Co., Indianapolis Times Publishing Co. (being liquidated), Knoxville News-Sentinel Co., Memphis Publishing Co., Newspaper Enterprise Association, New Mexico State Tribune Co. in Albuquerque, New York World-Telegram Corp., Pittsburgh Press Co., Cincinnati Enquirer Inc. and Youngstown Vindicator Printing Co., and debentures in the E. W. Scripps Co.

The company's annual report shows that neither the Fort Worth Press Co. nor the New York World-Telegram Corp. paid dividends last year, but it also shows that apparent losers can be moneymakers.

The Scripps-Howard Invest-



ment Co. last year received a \$28,000 "liquidating distribution" from the sale of the Houston Press to the Houston Chronicle in March 1964 after receiving \$238,000 in 1964 for its 10-percent ownership of the Press.

That's a return of \$266,000 on an original investment of \$84,362, a return on its original investment of 227 percent on stock that it valued at only \$1 in 1963.

Young Newspapermen Scarce? So Is Money, Publishers Told

Newspapers lamenting the shortage of editorial manpower have been told they need look no further for the reason than their stunted salaries.

The admonition was chorused in an extraordinary outpouring of letters printed by Editor & Publisher, trade journal of the industry. Prompted by a Texas Daily Newspaper Association complaint about the manpower shortage, they stated the reason in almost a single voice:

"Money."

The letters filled E&P's entire letters page two weeks after the manpower story appeared.

"Chief cause of a shortage of help in Texas and elsewhere seems to be a belief that small cities are such fine places to live that experienced men should rush to take jobs paying less than \$100 a week," wrote Martin A. Jackson of Show Low, Ark.

"When a small daily pays its city editor less than the average straight-time wage for all hourly workers in the area, he starts looking around," Jackson continued, "and when he leaves he's hard to replace."

"Dailies trying to hire experienced reporters for less than \$90 a week aren't flooded with applicants either. Not when starting wages for a man who can use a typewriter and read an electronic circuit run over \$135 as a tech writer, no experience required, in the same towns. With a 40-hour week instead of the paper's 60 to 70 hours...."

"But so far, papers that pay 20th Century wages can still find men." Wrote Edward H. Weiland of Plainview, N.Y., "only six months removed from the copy desk with 20 years of reporting and copy-desk experience behind me":

"As I read the story, I kept wondering when will it get around to the real reason for the so-called critical shortage? That real reason, of course, is the almighty dollar, something which you can't get too much of any more on most dailies."

"If there is a shortage of capable and experienced personnel, the newspaper industry has nobody but itself to blame."

"I, for one, would never have left the newspaper business had I been able to make an amount even remotely the same as I can in PR. But a newspaperman, like all other wage earners, butters his bread with dollars. And how can you argue with an overnight increase of \$2,500 to \$3,000 a year?"

"One need not look any further than the classified section of E&P to see why such a shortage is developing," wrote John F. Berry, editor of the Poultry & Eggs Weekly of Kansas City, Mo. "Just check the salaries offered, and there's your answer."

"... There are too few good-paying jobs in the field, and it's no wonder the daily press is losing out to other fields. I made the switch to the business press and must admit that, upon occasion I get that longing to be back in the press box with my old cronies. But that longing leaves me quickly when I receive that pay check on the 1st and 15th of every month."

"The daily press will never stem the flow of its talents to outside interests until it brings its salary scale up to where its people do not have to rely on the nickels and dimes they can pick up stringing for other papers in order to make ends meet."

Robert Lee Hoskins, director of information at Alice Lloyd College in Pippapass, Ky., had a similar story with a similar moral.

"Newspapers traditionally have been loath to match pay scales



Sauers in the Saturday Review
"Come now, Benson, you don't expect me to violate President Johnson's guidelines!"

with other journalistic employment markets," he wrote. "I know from experience."

"I spent five years and a considerable sum of money preparing for a career in journalism. Then, with B.J. and M.A. degrees and average summer and college newspaper experience. I began work on a metropolitan daily newspaper... serving first as reporter, then as editorial writer."

"Though in line with the industry, pay was meager and, at the end of two years, I was making only \$10 more than when I began. Now, six months later, as information director of a small junior college... I earn \$1,500 a year more than I did with the paper."

"Why were my services worth so much more in an area in which I had absolutely no experience than on a newspaper? Why are the services of hundreds of young men and women who have trained for careers on newspapers worth so much more to industry, agencies and educational institutions?"

The outpouring of letters lent support to an editorial comment appearing in the winter 1966 issue of the Columbia Journalism Review. Noting the widespread consensus on newspaper profitability, the Review observed:

"They (the publishers) are faced with a problem at least as serious as the old one of saving pennies. To wit: how to get rid of them."

"As a starter, one suspects that there are a few \$115-a-week reporters and desk men across the country who might have some suggestions."



Empire State District Council, quarterly meeting, May 21 and 22, Albany.
Middle Atlantic District Council, quarterly meeting, June 4 and 5, Asbury Park, N.J.
California-Nevada District Council, quarterly meeting, June 4 and 5, San Jose.

From Publishers' Arsenal

'You're Professionals'

Baseball players who pool their strength to negotiate with club owners are facing a reincarnation of the arguments used against collective bargaining for newspapermen in the early days of the Guild, syndicated sports columnist Red Smith points out.

Smith, in a column applauding the unique form of collective bargaining engaged in by Sandy Koufax and Don Drysdale, holdout pitching stars of the Los Angeles Dodgers, observed:

"If two pitchers could successfully present a united front, there would be nothing to prevent four infielders or three outfielders from submitting their demands in a package. So what would be wrong? That would destroy baseball?"

"That's what the publishers told us in the early days of the American Newspaper Guild. 'It may be all right for steel puddlers,' they said, 'but you are artists, professional men, possessors of unique and precious talents. Union regimentation would destroy your objectivity.'"

"They did not explain why artists had to work 60 or 80 hours a week for \$25."

Editorial

Who Called The Strike?

Seldom has the Guild had to strike for protections so fundamental as those for which its members are today walking the sidewalks of New York.

At stake is the principle of seniority in economic dismissals—and the continued coverage of World Journal Tribune employees by Guild contract.

Management, the New York Guild reports, has refused to negotiate an initial contract with the new, merged corporation unless the Guild agrees to permit it to ignore seniority and re-hiring practices that have been in effect for the past 15 years.

The principle of seniority, of course, is enshrined not only in the Guild's old contracts with the World Telegram & Sun, Journal-American and Herald Tribune but in other union contracts across the land.

That principle is not abstract; it embodies profoundly human considerations. It is designed to protect veteran employees who, as Guild job-placement efforts are proving, have little hope of obtaining new positions.

The World Journal Tribune wants to fire employees who have given their papers long years of service while retaining others who, in some cases, were hired only weeks ago—after the merger was announced. It has gone to extraordinary lengths, including the construction of seniority lists on a fantastically gerrymandered basis, in its effort to achieve its purpose.

The Guild's old contracts called for seniority to govern economic dismissals except in cases of "special function or outstanding ability." The Guild is willing to honor these exceptions, but that, management says, is not enough.

In effect, the publishers have said: We agreed to seniority in our old contracts and we'll agree to it in the new one, but it must not govern the merger. Or, to put it more succinctly, you can have the umbrella whenever the sun shines.

The World Journal Tribune proposes to eliminate 904 of 1,800 jobs in Guild jurisdiction, 2,235 of more than 5,000 jobs over-all, thereby saving, according to the New York Times, 15 million dollars a year in labor costs. But it not only refuses to grant veteran Guild employees first claim on remaining Guild jobs; it also refuses to pay a penny more than it must to those who leave. It has rejected a Guild request that the ceiling on severance pay at two of the papers be waived for those employees merged out of their jobs and refused to permit voluntary resignations with severance.

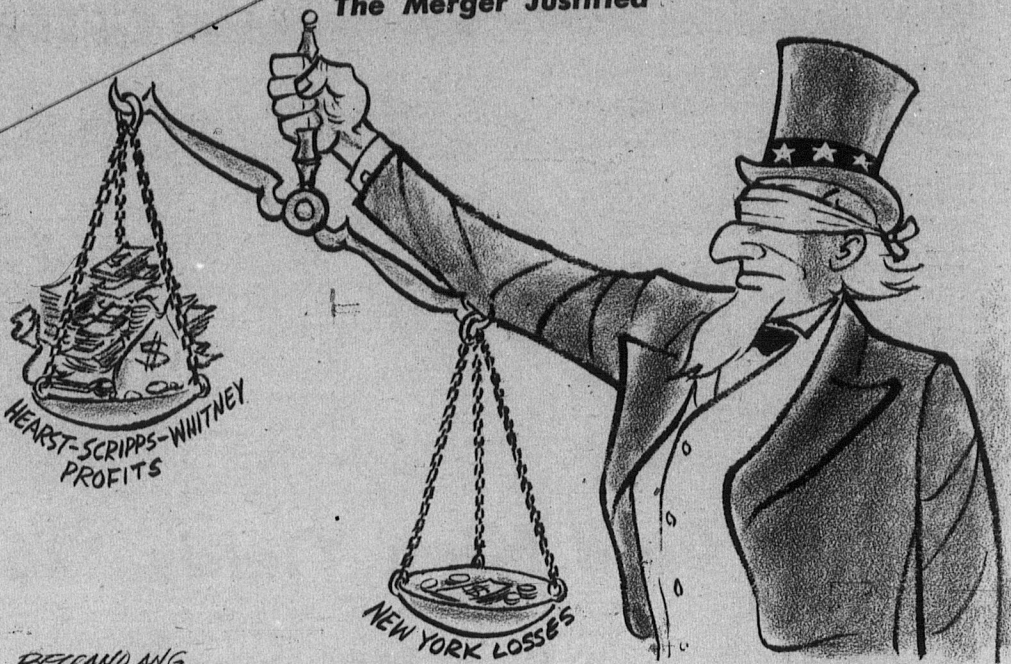
The publishers to the contrary, there is nothing in the least unusual or unreasonable about the merger procedures the Guild seeks in New York. In San Francisco, the publishers (including Hearst) followed similar procedures without question in last fall's merger—and also agreed to pay special supplemental unemployment benefits negotiated by the Guild.

Yet it is over these issues that the New York publishers have precipitated a strike they maintain imperils the continued existence of at least one paper. For in reality the dispute is as much a lockout as it is a strike.

Although their ultimatum was quickly forgotten by press and public alike, the publishers announced in advance of the strike that they would publish on April 25 as merged papers or not at all, thereby challenging the Guild to either agree to their merger terms or work without a contract—or not work at all.

Is it any wonder then that the Guild, in its "White Paper," concludes that, in a very real sense, the publishers called this strike?

The Merger Justified



BECCAND ANG

AMONG



OURSELVES

John G. Blair, editor of the Cleveland Guild's 1962-63 strike paper, the Cleveland Record, has been appointed publications director of the State, County and Municipal Employees.

Blair, who had been associate editor of the Cleveland Plain Dealer since 1964, won a special mention in ANG's 1949 Heywood Broun Award contest for a series of articles that freed a GI accused of murdering two black marketeers in Italy.

Another public-employees' union, the American Federation of Government Employees, also has a Guildsman as its new public-relations director. He is George Ryder of Detroit, former managing editor of the United Automobile Workers' Solidarity. He replaces Washington Guildsman Ellis Rottman.

And former ANG International Vice President Frances D'Hondt has returned to the staff of the



Blair

Willard Shelton, whose "Date-line: Washington" column usually appears on this page, is ill. His column will be resumed upon his recovery.

Michigan AFL-CIO News after a stint with the U.S. Labor Department.

San Francisco-Oakland Guildsman David Selvin, editor of San Francisco Labor, is the author of "Eugene Debs: Rebel, Labor Leader, Prophet," published last month by Lothrop, Lee and Shepard. Selvin is also the author of a biography of Samuel Gompers.

AWARD WINNERS: Bernard D. Nossiter of the Washington Post, the Overseas Press Club's E. W. Fairchild Award for the best business-news reporting from abroad. . . . Henry Herr Gill of the Chicago Daily News, the annual Sigma Delta Chi Award for news photography for pictures taken in Vietnam. . . . Henry Farrell of the San Jose Mercury News, the Headliner Award for a

series on "Dollar-Sign Politics," . . . Charles Payne and John Peodincuk of the New York Daily News, the Headliner Award for photography. . . . Menno Duerksen of the Memphis Press-Scimitar, the American Trucking Association's second-place award for a series on highway safety.

Former Washington Guildsman Stanley Ruttenberg, one-time head of the AFL-CIO's research department, has been named Assistant Secretary of Labor for Manpower. He has been serving since 1962 as special assistant to the Secretary of Labor and then as the department's manpower administrator.

New York Guildsman Victor Riesel has been elected president of the AFL-CIO's research department, has been named Assistant Secretary of Labor for Manpower. He has been serving since 1962 as special assistant to the Secretary of Labor and then as the department's manpower administrator.

The Guild Reporter

ELLIS T. BAKER, Editor

and
Director of Research & Information

DAVID J. EISEN, Associate Editor

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American Newspaper Guild

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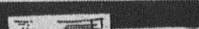
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IT



Negro Student Lauds Guild Rights Stand

UNIVERSITY, ALA.

Editor:

I am a Negro sports writer on the Crimson-White [University of Alabama newspaper] and just recently did I discover a Feb. 25 edition of the Guild Reporter. I was extremely happy to see your article entitled, "Guild Will Keep Battling Race Bias Until Victory, Lane Tells Students" and "Enter Council Contests, Negro Colleges Urged."

I cannot express how happy I

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 not be delayed longer than one issue.

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.

SEEMS TO US

am that an organization such as yours is lighting the torch that will shine forward en route to a brighter world. Please continue your efforts, for we of the minority race need your encouragement.

GEORGE E. CURRY

Dobson Sets Record Straight On Meeting

TORONTO, ONT.

Editor:

Just to put the record straight on an item in the April 22 Guild Reporter:

I did not, as the news story states, sit at the head table when ITU President Elmer Brown addressed a printers' meeting in Toronto.

I was seated with the representatives of other unions in an area reserved for us in the audience. The area happened to be down front, a fact that may have

been a source of confusion when conveyed to your office.

JACK DOBSON
President
Toronto Guild

E. St. Louis Unit Votes to Strike

East St. Louis, Ill.—The St. Louis Guild's East St. Louis Unit voted May 1 to strike the Metro-East Journal unless the company agrees to a satisfactory contract settlement.

The company has failed to make a wage offer in two months of bargaining for a new contract. Another bargaining session is scheduled for next week.

The 47-member Guild unit honored Typographical Union picket lines for 107 days in 1964-65.