

New York Guild Strike Settled; Two Craft Unions Still Bargain



Hands go up to ratify settlement ending the New York Guild's strike at the World Journal Tribune.

Accord Saves 100 Jobs From Merger Ax

New York City — Mediation sessions to resolve merger disputes between two craft unions and the New York World Journal Tribune were being pressed late this week following settlement of the Guild's 73-day merger strike by an agreement that preserves 100 more jobs than management originally proposed.

The company was said to be near accord with the ITU Mailers, but mediator David L. Cole reported that talks with the Pressmen were deadlocked. World Journal Tribune Publisher Matt Meyer said the merged papers could not begin publication before July 18, at the earliest.

The Guild settlement, reached June 28 and ratified overwhelm-

BNA Strikers Picket Labor Department . . . Page 3

ingly a week later, will result in the dismissal of only 242 regular employees, who will receive unlimited severance pay and go on a rehiring list. Of 1,800 Guild-covered employees at the three papers, 1,000 will remain.

The agreement provides for 405 voluntary resignations with severance pay. The remaining lost jobs involve part-time employees and those on leaves of absence; the latter will retain job rights when they return.

The Guild settlement provides for wage increases and automation protection similar to those won at the New York Times and Daily News. It generally raises contract terms to the level of the highest prevailing in the three old contracts at the Herald Tribune, Journal-American and World-Telegram & Sun.

The Newspaper and Mail Deliverers' Union reached agreement with the company on the same day as the Guild, preserving 72 more jobs than the 455 originally proposed. The settlement was ratified by a 5-to-1 vote July 1.

Guild picket lines came down immediately after ratification July 5, and accounting employees returned to work the next morning to prepare severance payments totaling an estimated 2½ million dollars. But a general return to work was delayed by the Pressmen's and Mailers' disputes.

Cole was hopeful of an early solution to the Mailers' dispute, involving the number of men to be assigned to mail-room machines. The union was report-

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District Men Pick Guild In San Antonio

San Antonio, Tex.—Circulation district managers at Hearst's San Antonio Light selected the San Antonio Guild as their bargaining representative last week.

The Guild won a National Labor Relations Board election by a 14-to-11 vote June 29. The election came in the midst of bargaining for a new contract to cover drivers, business-office, editorial and maintenance employees already represented by the Guild.

The Light promptly filed objections to the election, contending that the Guild electioneered at the polls, kept a tally of voters and told the circulators they would be automatically covered by the Guild's existing contract.

Balloting was conducted after the NLRB rejected the Light's request for a review of Regional Director Clifford Potter's ruling that the circulation managers were employees and not independent contractors.

The managers have been working a seven-day week, often assisted by their wives and children.

The Guild's organizing drive was led by Robert K. Ostrum.

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L.A. Guild Gives Nod To Igoe

Los Angeles, Calif.—The Los Angeles Guild's Representative Assembly voted June 28 to support Lynn Igoe, past local secretary, for ANG international vice president from the West Coast.

The assembly favored Mrs. Igoe by 13 to 5 over Nicholas Abraham, the local's first vice president. It instructed the local's convention delegation to support her.

In addition to Mrs. Igoe and Abraham, Hugh Harrison, president of the Seattle-Tacoma Guild; Douglas W. Brodie, former president of the Stockton Guild, and former International Vice President Robert J. Hickey of San Jose announced their candidacies last February. Hickey subsequently withdrew.

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Convention To Hear Ted Kennedy; Ex-Guildsman Pucinski To Speak

Sen. Edward M. Kennedy will speak at ANG's 1966 Convention in Washington this month.

The convention will hear the third and youngest member of the political wing of the Kennedy family, who became junior senator from Massachusetts in 1962, two years before his brother Robert's election as senator from New York. He will become senior senator this fall with the retirement of Sen. Leverett Saltonstall.

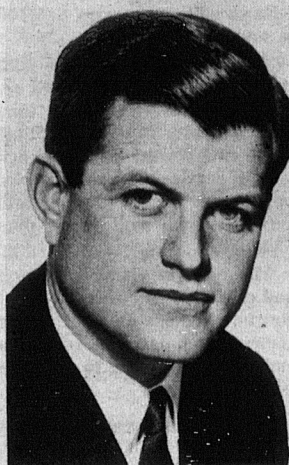
Kennedy will give a brief talk at a morning convention session July 27.

Rep. Roman C. Pucinski, Illinois Democrat and a former 20-year member of the Chicago Guild, will address the convention the following day. Pucinski, a reporter for the Chicago Sun-Times before his election to Congress in 1958, served as a judge of ANG's Heywood Broun Award contest in 1964.

Preconvention activity will get under way Friday, July 22, with a meeting of the International Executive Board. The Conference of District Councils will hold its annual meeting at noon Sunday, July 24, and a panel of circulation delegates will be convened at the same time.

Freshman delegates will be briefed on convention procedures at a 3 p.m. forum the same day, registration will be at 4, and a preconvention cocktail party will be held at ANG headquarters starting at 5.

The opening session the next morning will feature addresses by Walter Washington, director of the National Capital Housing Authority; Dominic Fornaro, president of the Baltimore Council of AFL-CIO Unions; J. C. Turner, president of the Greater Washington Central Labor Council, and



SEN. EDWARD KENNEDY

ANG's three top officers.

Monday afternoon will be left open to allow U.S. delegates to visit their congressmen. Canadian delegates will have an opportunity to visit the Canadian Embassy.

Clinics on collective bargaining and local administration will be

held Monday evening. ANG counsel Irving Leuchter and pension consultant Joseph Daoust will be on hand for discussion with delegates later in the week.

The convention banquet will be held Tuesday night, with AFL-CIO President George Meany the principal speaker. Balladeer Joe Glazer will entertain with songs, including two written in honor of the Guild and its founder, Heywood Broun.

Former ANG officers living in the Washington area—including former Presidents Milton Murray and Kenneth Crawford and former Executive Vice President Sam B. Eubanks—have been invited to attend the banquet.

The traditional convention outing will take place the following day. It will include a tour of historic Annapolis, Md., and a crab feast at Sandy Point State Park.

Secretary of Labor W. Willard Wirtz will address the convention Thursday, as will James B. Carey, director of labor participation in the United Nations Association.

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Bearded Copy Boy

Arbiter Dulls The Razor's Edge

St. Paul, Minn.—An arbitrator ruled last week that the St. Paul Dispatch and Pioneer Press had improperly dismissed a copy boy for refusing to shave off his beard.

Arbiter Philip Neville ordered the reinstatement of 19-year-old James B. Majorus with full back pay—and full beard.

Majorus, who worked as a night copy boy while attending journalism school at the University of Minnesota, began to re-

ceive unfavorable comment almost as soon as he started growing his beard last September.

First the sports editor asked why he didn't shave it off. Then the managing editor put an electric razor on his desk. (Majorus said he tried it but it wouldn't go through the beard.)

The managing editor delivered a more direct order to remove the beard two weeks later, and finally, on Dec. 2, told Majorus he would

be fired if he didn't. The beard produced "the wrong image," the editor complained.

Majorus, still refusing to shave, was fired the same day, and the Twin Cities Guild took the case to arbitration.

The company argued that its employees, particularly younger ones, ought not to appear "far out," "odd" or "beatnik-like" lest they suggest, in Neville's words,

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New York Postmortem

Merged Papers Seen To Blame For Lack Of Mourners

WITH New York's three-newspaper merger on the verge of realization, sorrow at the resulting loss of a major afternoon newspaper seems to be limited to the papers' employees.

That conclusion was drawn by A. H. Raskin, associate editor of the New York Times editorial page, in an article written for the Saturday Review shortly after the merger was announced four months ago. And nothing that has happened since would appear to change it.

Raskin judged that the Herald Tribune, Journal-American and World-Telegram & Sun have mainly themselves to blame if few tears are shed over the grave.

There is "no visible sense of sorrow in the community at the imminent evaporation of one newspaper or the possibility that a second may still be in peril," he wrote.

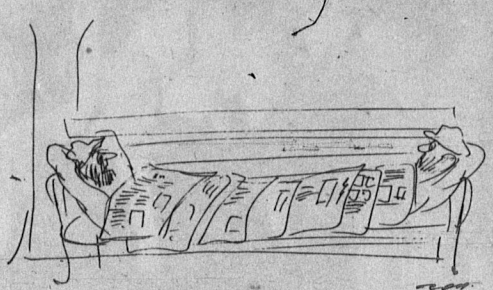
"Some informed sources report that much of the debate in the months of premerger discussion revolved around attempts by the two chains [Hearst and Scripps-Howard] to persuade the Tribune that all three dailies should be merged into one," Raskin reported. "The idea was to make it essentially an afternoon paper, but one that would come out on a dawn-to-dark basis, with comprehensive changes between editions to enable it to compete with the Times and News as well as the Post."

"The Tribune would not agree to such an obliteration of its independent personality, but the fusion of its Sunday edition with the Journal's counterpart already threatens to blur that personality and thus injure the Tribune's life expectancy."

The public was not always indifferent to the passing of its newspapers, Raskin noted.

"When the old World died 35 years ago," he recalled, "the grief over its passing was intensely felt in many parts of the country . . . In the days when Hearst and Arthur Brisbane were passionate voices for 200-percent Americanism, the death of a Hearst paper would have occasioned sharp pain to some and equal pleasure to others—but certainly not indifference."

"When the Mirror died three years ago, the



Ross in the Saturday Review

"I miss the Daily Mirror."

mourning was confined to its city room and the homes of its employees.

"There was a time when the idea that Hearst and Scripps-Howard could pool their conceptions of journalistic purpose in a homogenized hybrid would have given the community—to say nothing of the owners—considerable pause. But now the same columnists and syndicated features can be

used anywhere; they are interchangeable parts, carefully selected to span the spectrum from left to right. Editorials in most chain papers—and in a good many outside the chains—already sound as if they were the first element in journalism to have achieved full automation; the only variations are in how stridently they say the predictable. . . .

"The worst part of the apparent casualness with which both papers and the community take the whole affair is that one begins to fear the day is not distant when all the press will be deemed expendable. The first time the New York papers were blacked out by the 114-day strike, everyone from President Kennedy down was actively concerned with getting them back on the street. Last year no one in high place seemed to care much whether they ever returned, and the public impatience was equal."

"When the current merger was announced, Mayor John V. Lindsay took time out to issue a few decorous words about how 'sad' it was to see a paper go. City Council President Frank O'Connor, a Democrat, made it bipartisan by saying the same thing in almost the same words. And that was it."

"The moral seems to be that, unless newspapers can prove they care about something by getting more imagination, more illumination and a greater sense of adventure and commitment into their pages, no one is going to care much whether they go or stay. They will have to say something to make people realize they are around and needed; otherwise, the next merger will draw its only official notice from the Unemployment Insurance Division. It is a matter of spirit, not just dollars."

N.Y. Guild Strike Ends; 2 Craft Unions Still Bargain

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edly seeking a guaranteed number of jobs.

Bargaining with the Pressmen centered on the union's demand for a 6½-hour Saturday-night shift for the new Sunday paper, protection against automation and a ban on staggered shifts.

William J. Kennedy, new president of Pressmen's Local 2, put 22 new proposals on the table after his advent to office June 26. Meyer had declared, "I can't live with them," but bargaining June 30 reduced disagreement to only four or five.

Urging approval of the Guild settlement at a ratification meeting attended by more than 1,000 members, Thomas J. Murphy, the local's executive vice president, termed it "an excellent one under the circumstances." Meyer had described it earlier as "fair and equitable."

Only a handful of votes were cast against it.

Despite the reduction in staff cuts, Murphy termed the new publishing venture "a very tight operation" and predicted the company would be forced to take back a number of employees from the rehiring list. The list will be in effect for two years.

Murphy said it was unlikely that the Tribune would fold in the near future but stated that if it did, staff reductions would be on the basis of seniority at the combined papers, not just at the Tribune.

Ninety-nine percent of the dismissals are in accordance with seniority, Murphy reported. In cases where employees were selected outside seniority to perform special functions, he said, the Guild received additional job retentions.

The Guild's insistence that seniority guide dismissals was one of the principal issues in the strike.

Severance pay of two weeks per year of service without a ceiling has been incorporated into the new contract for both present and future dismissals.

The merged papers' final table of organization provides for a single staff in advertising, circulation and other commercial departments and separate staffs for editorial. However, Murphy reported, photographers and artists will also be combined into a single unit, and stories by reporters covering common beats, such as City Hall, may be used on any of the three papers.

A number of Journal-American and World-Telegram employees will be transferred to the Tribune news staff to fill vacancies created by resignations and dismissals under seniority.

The Guild's emergency placement service has thus far found jobs for 310 former employees of the three papers, it was announced last week.

Other highlights of the contract include:

► A 90-percent Guild shop for all new employees without exemptions, with a requirement that all present noneditorial employees must be Guild members, as must all editorial employees with less than five years' service. (The Guild said this would add 28 members.)

Severance-Plus

New York City—The New York Guild's success in removing a 60-week ceiling on severance pay at the New York Journal-American will give John Newton, the paper's Brooklyn-Queens editor, an extra \$15,500 in severance money.

Newton, who has been with the paper for 61 years, will receive 62 weeks' more pay than he would have under the ceiling. With two weeks' pay for each year of service plus seven weeks' notice and vacation pay, he will leave his job with more than \$32,000.

Management claimed Newton had only 48 years of service, but Newton pulled out a 50-year Newton watch dated 11 years ago and offered to bring in the man who hired him.

► Automation and jurisdiction protection similar to that won at the News, banning dismissal of all employees who have completed their trial periods and protecting work in the Guild's jurisdiction.

► General increases averaging \$6.50 retroactive to March 31, 1965, and \$5.50 retroactive to March 31, 1966, with resulting minimums to be based on the highest contained in the three old contracts and pay cuts barred for any employees slotted into lower classifications.

► Conversion of night differentials effective March 31, 1967, to a percentage formula that will guarantee an increase in the differential every time the basic wage goes up.

► A ban on any increase in the number of exempt positions without Guild approval and a prohibition on persons in exempt jobs performing any Guild work that might jeopardize existing or potential Guild jobs.

► Sick leave according to the Herald Tribune schedule of two weeks' full pay for each year of service plus two weeks' half pay up to a ceiling of 20 full and 20 half weeks.

► Retention of multilith and messenger work, which the company had originally proposed to farm out.

► Publisher agreement to reimburse the citywide Guild-publisher pension fund for lost pay-

ments on severed employees for a year, with a guarantee against damage to the fund.

Service time on the three papers will be credited to service time on the World Journal Tribune, and strike time will count both toward service credit and 1966 vacation credits.

The contract prohibits any increase in part-time employees while dismissed employees remain on the rehiring list.

A unilateral group life-insurance program at the Tribune will be discontinued, but premium money will be placed in escrow to be used for whatever purpose the Guild elects during next year's negotiations for a new contract.

The contract provides for a study of car allowances until September, with the matter to go to arbitration if no agreement is reached by then.

The Guild's representative assembly unanimously adopted a resolution June 29 commending the negotiators for "a fine job done."

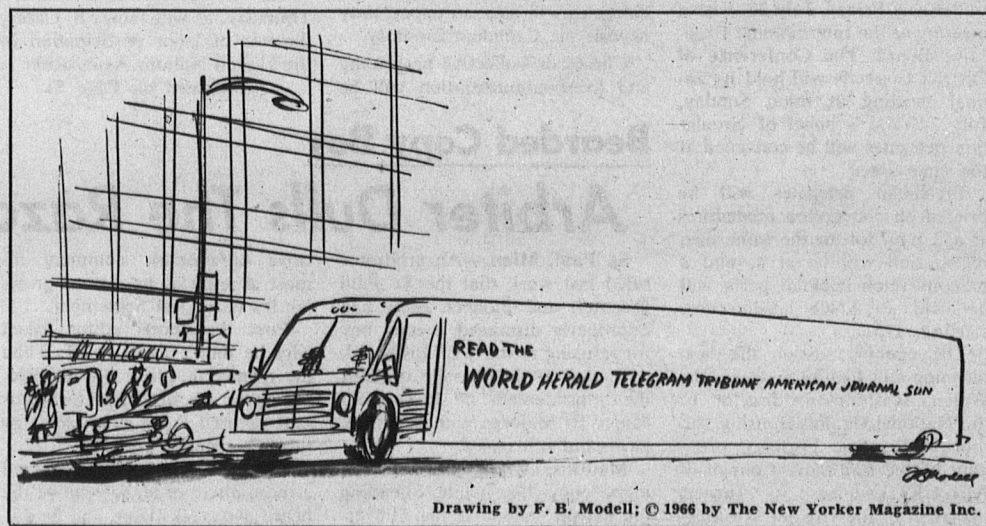
The company's settlement with the Deliverers, in addition to limiting the papers' use of wholesale distributors, provides for payments of eight weeks' severance and an additional \$500 to 250 dismissed employees.

Meanwhile, it was announced that the Herald Tribune News Service, suspended at the start of the strike, will not be continued when the Tribune resumes publication.

At the same time, it was announced that the Whitney Communications Corp., which formerly published the Tribune, has sold its interest in the Publishers Newspaper Syndicate to its partner in the operation, Field Enterprises Inc.

The Guild announced that strike contributions have risen to \$15,727, with the following new donations:

Middle Atlantic District Council	\$250
San Diego Guild	170
St. Louis Guild	100
Wire Service Guild	150
New York Times Unit	57



Drawing by F. B. Modell; © 1966 by The New Yorker Magazine Inc.

Ontario Labor Raising \$500,000 To Fight Injunctions

Toronto, Ont.—The Ontario Federation of Labor moved last week to build a half-million-dollar war chest to fight the use of injunctions in labor disputes.

Meeting here June 29 in the wake of jail sentences meted out to 26 unionists convicted of mass picketing in Peterborough last February in violation of an injunction, federation representatives called on local labor councils to stage protest demonstrations.

A mass demonstration was scheduled yesterday in Peterborough to protest the jailings.

The Toronto and District Labour Council, which earlier had called for a four-point campaign against injunctions, including demonstrations, was scheduled to meet yesterday to consider further

action in the growing drive.

The anti-injunction campaign, triggered by the use of a restrainer in the Toronto Guild's strike at the Oshawa Times last winter, took on new impetus when Ontario Chief Justice George A. Gale sentenced five union leaders to two months in jail June 27 for defying an injunction against mass picketing at the Tilco Plastics Ltd. plant in Peterborough.

The five included officers of the Peterborough Labour Council and the striking Textile Workers Union. Twenty-one other pickets were sentenced to 15 days.

The 26 are free on bail pending appeal of the verdict.

The Ontario Federation of Labour's war chest of approximately a dollar a member will be used to

finance bail and fines in contempt cases as well as costs of the campaign to outlaw the use of injunctions in labor disputes.

After the June 29 conference, at which the Guild was represented by ANG International Representative Fred Jones, federation leaders met with Ontario Premier John Robarts, Labour Minister Leslie Rowntree and Atty. Gen. Arthur Wishart to protest the Peterborough sentences and press for legislative action against injunctions.

"We don't want to break the law," said federation President David Archer meeting with Robarts, "but if we have to, we will."

Robarts said the provincial government will make an inquiry into the use of injunctions.

But Archer said Robarts "of-

fered us all the usual answers about considering our position." "We were not satisfied," he declared.

Asked why the Peterborough demonstrators were prosecuted while no action was taken against similar demonstrations in Oshawa, Robarts said the Oshawa dispute ended in a settlement. "One doesn't impose the law the same in all cases," he declared.

But Eamon Park, assistant to the Canadian director of the United Steelworkers, said the government did not act at Oshawa because General Motors, the town's biggest industry, did not want it to.

George Burt, Canadian director of the United Automobile Workers, declared that labor would continue to conduct dem-

onstrations on the Oshawa model where necessary.

Donald MacDonald, secretary-treasurer of the Canadian Labour Council, voiced shock at the imposition of jail sentences rather than fines at Peterborough and announced that the CLC would act to step up its anti-injunction campaign at an executive-council meeting in Ottawa this week.

William Dodge, the CLC's executive vice president, announced that the congress will hold a national conference by September to spur the campaign.

A bill to ban the use of strikebreakers will be introduced in the Ontario Legislature as one reaction to the court verdict, announced George C. Watson, Canadian director of the Textile Workers.



'BEST MAN FOR THE JOB': Ex-Washington Guildsman Stanley H. Ruttenberg, former research director for the AFL-CIO, is sworn in as Assistant Secretary of Labor for Manpower under the eyes

of President Johnson and Secretary of Labor W. Willard Wirtz. Johnson, describing Ruttenberg as "an architect of America's manpower policy," termed him "the best possible man" for the job. Holding the Bible is Ruttenberg's wife, Gertrude.

Labor Department Picketed By Guild Over BNA Policy

The U.S. Labor Department this week was weighing a decision on whether to continue its subscriptions to publications of the struck Bureau of National Affairs in the wake of a picket line put up at department offices June 29 by the Washington-Baltimore Guild.

Guild pickets marched in front of the Labor Department's giant building in Washington's Federal Triangle complex for two hours, charging that the department was taking sides in the Guild's 61-day strike by continuing hundreds of BNA subscriptions.

As the pickets passed out leaflets, Local Representative Brian Flores and other Guild representatives met with Asst. Labor Secretary James J. Reynolds.

Reynolds, voicing his and Labor Secretary W. Willard Wirtz's "deep concern and embarrassment" over the BNA strike, promised Flores that the department would review its policy on BNA subscriptions. He said they would also report their concern to BNA President John D. Stewart.

Local Administrative Officer Harris Monroe, charging that government agencies have "taken refuge" in the position that to cancel would put them on the side of the Guild, suggested a compromise after the meeting.

"As an article of good faith in an admittedly difficult situation," Monroe suggested that "the United States government—top to bottom—cancel one-half of all its subscriptions" to BNA publications.

At a mediation session June 23—the last to be held—management refused to move on the key issue of union security, proposing to put maintenance of membership into effect and to submit three other issues—proposed transfers, grievance procedure and arbitration of reclassifications—to arbitration. It rejected retroactivity and refused any improvement in lower-bracket commercial wages.

A National Labor Relations Board hearing on a decertification petition filed by a BNA assistant managing editor was postponed at the Guild's request from July 5 to 11.

The company has continued to publish with the aid of strikebreakers, including some 20 newly hired "permanent" employees.

Reporting to the labor movement in a letter July 1, ANG Ex-

Cash Or Credit?

The Bureau of National Affairs claims that its refusal to grant so much as a modified Guild shop has nothing to do with "principle," but the National Right to Work Committee nevertheless is making all the hay it can from the situation.

The June 21 issue of the committee's newsletter cites the BNA strike as one of several in which the union shop is a primary issue, declaring that "BNA believes in voluntary, not compulsory, unionism."

BNA has denied that its position is based on any such belief, saying it won't grant a Guild shop for economic reasons, not as a matter of principle.

Executive Vice President William J. Farson and Secretary-Treasurer Charles A. Perlik, Jr., again urged all unions to remove BNA from their mailing lists, refuse permission for BNA to report union arbitration cases and call on all their subordinate bodies to do the same.

The number of international unions observing the Guild's boycott of BNA has climbed to 72 with the addition of the Commercial Telegraphers, Operative Plasterers and Cement Masons and Inlandboatmen of the Pacific.

A model issue of a Guild substitute for BNA publications most widely used by unions is in preparation.

The Guild's executive committee July 5 assigned picketing schedules at BNA to the local's other units and increased supplementary strike benefits by \$5, to \$15, effective today.

The Guild has reported receiving \$6,450 in strike contributions, including the following new ones:

Boston Guild	\$150
Vancouver-New Westminster Guild	50
Hawaii Guild	50
Wire Service Guild	25
Detroit Guild	200
St. Louis Guild	50
Cleveland Guild	50
Portland (Me.) Guild	50
Sheboygan Guild	25
San Diego Guild	10
San Francisco-Oakland Guild	50
San Jose Guild	50
Lehigh Valley Guild	25
AFL-CIO Unit	202
Operating Engineers Local 77	25

Lima Star Folds After Vain Attempt To Break Hoiles-Chain Monopoly

Lima, Ohio—A second attempt to publish a daily newspaper in competition with the Hoiles chain's Lima News has ended, like the first, in failure.

Management of the Lima Star announced its suspension June 22 after a nine-month attempt to break the News's monopoly grip on the city's newspaper market.

Its fate was similar to that of its predecessor, the Lima Citizen, which quit in January 1964 after a 6½-year battle with the News that resulted in a government anti-trust suit against Hoiles.

The Star, in suspending publication, cited continuing financial losses. No figures were disclosed, but management had cited \$125,-

000 in losses at a recent stockholders' meeting.

The Star was organized last September on the proceeds of a \$100,000 stock offering by former employees of the Citizen. Equipment was leased from the International Typographical Union for a dollar a year.

The Star started as a standard-size afternoon paper, later switched to tabloid size, adding a Sunday edition, and finally changed, in May, to a six-day morning publication. Its circulation, reportedly never higher than 8,000, was believed to have dwindled below 5,000 at the end. The News's daily circulation is 43,000.

The Star made the first of several public appeals for financial help last November, two months after its debut, when the payroll was cut by a third. Several attempts to interest possible purchasers also failed.

Hoiles's News, which had been accused of rate-cutting practices that cost it six million dollars in its battle against the Citizen, entered into a consent agreement last fall barring the use of such practices against the Star or any other competitor.

But the fledgling paper was never able to attract more than token advertising.

New Bid To Oust Dobson Ruled Invalid By Counsel

Toronto, Ont.—A new move to reverse the appointment of former ANG International Vice President Jack Dobson as the Toronto Guild's local representative was declared invalid last week by the local's attorney.

The attorney, John Osler, said the local executive committee's May 4 appointment could not be overturned by the membership because Dobson's contract had already been signed. Dobson took the post June 1.

Osler's opinion was presented to the executive board when it met June 29, confronted by two petitions.

One, signed by more than 200 members, called for a special membership meeting to act on a motion to reverse the appoint-

ment. The motion had been blocked by lack of a quorum at a June 6 meeting when a number of members left the room after Ross Miller, acting president, had ruled the motion out of order and had been overruled by the meeting.

The second petition, signed by more than 500 members, called for a referendum of the appointment. It backed Dobson, defending him against criticism for crossing printers' picket lines at the Toronto Globe & Mail by terming his position in line with local policy.

Osler said both petitions were invalid, and the executive committee canceled a special July 6 membership meeting scheduled in response to the first.

'The Meaning Of Unionism'

Your Assessment Dollar: The Invisible Picket

"It's no fun to pay an assessment . . . but it's better than collecting strike benefits," observes Times Topics, publication of the New York Guild's New York Times Unit, in a recent bulletin headed, "Why Strikes? Why Strike Benefits? Why Assessments?"

Nobody votes to cancel out his pay check "whimsically," the bulletin emphasizes in a discussion of the New York merger strike.

"A vote for a strike must be the product of provocation so great the sacrifice becomes worthwhile," it declares. "But no matter how highly principled the individual, hardships at home created by no income can create obstacles that in a short time are insurmountable.

"Strike benefits are aimed at easing that. Strike benefits do not provide many creature comforts, but they help hold body and soul together as the going gets tough.

"But strike benefits come from strike emergency funds, and strike emergency funds are paid for by the members.

"From coast to coast, every Guild member is contributing monthly in the form of assessments to replenish the strike fund. Thirty thousand Guildsmen are paying to assist 1,800 in trouble.

"This is the meaning of unionism." If there is any comfort to be had while striking, Times Topics concludes, "it comes in the striker's knowledge that he is not alone. His strike is your strike."

For, as ANG Collective Bargaining Director J. William Blatz points out, Guildsmen learned long ago that every contract affects every other, not only the contracts of units within a local but the contracts of every local within the Guild.

But contracts sometimes cost strikes, and, as the Guild also learned long ago, strikes always cost money, primarily for weekly benefit payments to the strikers.

For example, in the first ten weeks of the New York merger strike—through July 1—approximately \$571,000 was paid out in strike benefits from the ANG's International Defense Fund, ac-

cording to Secretary-Treasurer Charles A. Perlik, Jr.

Because strikes and strike benefits cost money, the Guild has had a Defense Fund since 1935, two years after its founding, and since 1935 it has found it necessary to levy assessments from time to time to prevent the fund's depletion in strike and lockout emergencies. The first assessment was in June 1935.

The alternative, ANG Treasurer Garland Ashcraft emphasized in 1935, was higher dues. It still is. But, Perlik points out, the combination of periodic emergency assessments and regular monthly dues enables the Guild to keep both at a reasonable level.

Guild dues, under the model formula spelled out in the ANG Constitution, are about 1.2 percent of monthly salary. The assessment rate varies from about .7 percent to about .9 percent a month, with the combined dues and assessment rate totaling about 2 percent of monthly salary when assessments are levied.

UNDER THE ANG Constitution, monthly assessments may be levied when the Defense Funds falls below one million dollars or in other emergency situations.

Members' assessments and other Defense Fund monies are used almost solely to pay benefits to other Guildsmen who are on strike or locked out. In the fiscal year ended April 30, for example, 98 percent of the \$1,040,467 disbursed from the Defense Fund was paid in benefits.

And most of the benefits received by Guildsmen come from the ANG Defense Fund. In the first nine weeks of the New York strike, for instance, 83 percent of the \$621,034 paid out in benefits came from the Defense Fund.

As the cost of living has increased, so has the cost of striking, and ANG conventions have increased the amount of strike (and lockout) benefits from a range of \$10 to \$55 a week (depending upon the number of dependents) in 1954 to \$35 to \$65 a week in 1964 (with \$5 increases in the fifth and 13th weeks). As benefits and other strike costs have

increased, so have the Defense Fund floor and the assessment rate. The 1964 Convention raised the Defense Fund floor from \$500,000 to one million dollars (with further increases to 1½ million effective Sept. 1, 1967, and two million effective Sept. 1, 1969) and the assessment rate from a range of from 50 cents to \$3 (according to salary) to from \$1 to \$6, the first increase since 1951.

As a result, in the 24 months since the 1964 Convention, a Guild member at the average reporter top minimum paid an average of 9 cents a week more in assessments than in the previous 24 months. But his salary went up \$10.32, or an average of 99 cents a week more in wage increases than in the previous 24 months. For every extra penny paid in assessments, he got back 11 cents in higher wage increases.

Even with the higher assessment rate in effect, however, strikes and lockouts during the past fiscal year in Puerto Rico, Oshawa, Toronto, Boston, New York and elsewhere resulted in Defense Fund expenditures exceeding Defense Fund income by \$175,253. And only about 55 percent of Defense Fund income was from assessments—\$474,113. Per-capita payments, interest and dividends accounted for the rest.

An assessment on the whole Guild membership brings in about \$115,000 a month, according to Perlik, but during the current New York strike, each assessment produces only about \$108,000. With over \$57,000 a week being paid out in benefits, this means that at least two months' assessments will be required for each month of the strike to bring the Defense Fund back to its one-million-dollar floor, Perlik said.

But as necessary as a strong Defense Fund and periodic assessments are to the successful prosecution of strikes, it takes more than money to win them.

As Times Topics says:

"No union will ever be able to match management in a battle of dollars. The equalizer is the will of the people to fight for what is right."

Unfair Charge Filed By Guild In Richmond

Richmond, Va.—The Guild last week filed unfair-labor-practice charges accusing the Richmond Times-Dispatch and News Leader of refusing to bargain and helping a newly formed "professional association" undermine the Richmond Guild's status as bargaining representative of the papers' editorial employees.

The charges were filed by ANG Secretary-Treasurer Charles A. Perlik, Jr., on behalf of the Richmond Guild at the start of a scheduled National Labor Relations Board hearing June 27 on a company election petition challenging the Guild's majority status.

The Guild also accused the company of refusing to bargain on a new contract May 27, when a petition signed by a majority of the editorial employees reaffirming the Guild as their representative was submitted to management.

The Guild charges accuse the company of aiding the Richmond Newspapers Professional Association, which has intervened to obtain a place on the ballot in the representation election sought by the company.

Lee G. Fox, president of the Richmond Guild, and Carl Shires, vice president, resigned June 27 at Perlik's request because they were supporting the new association. Shires is its president.

NLRB Election Scheduled July 21 At Utica Dailies

Utica, N.Y.—The National Labor Relations Board has set an election for July 21 to determine whether the Utica Guild will continue to represent 34 advertising, classified and dispatch employees at the Gannett Group's Utica Press and Observer-Dispatch.

A decertification petition was filed with the NLRB June 24 by Robert G. Furman, an advertising salesman, in the midst of bargaining for an initial contract.

The Guild was certified to represent employees of the three departments in May 1965 after a 21-to-9 election victory. Bargaining was halted when the decertification petition was filed.

Editorial employees at the two papers, whose contract continues until November, are unaffected by the election.

Muldowney Aids Talks At Canada UPI

Montreal, Que.—The Canadian Wire Service Guild received an assist from the U.S. Wire Service Guild last week in its battle for an initial contract for Canadian employees of United Press International.

International Vice President George M. Muldowney, chairman of the U.S. local's New York UPI Branch, traveled here from New York June 27 to aid at conciliation sessions.

But two days of mediation failed to break a bargaining deadlock, and Conciliation Officer E. E. Poirier recommended that federal Minister of Labour John R. Nicholson initiate the establishment of a conciliation board, a step required under Canadian law before a strike can take place.

Action is also being awaited on the Guild's petition to Nicholson for the establishment of a commission of inquiry to probe unfair practices by UPI during bargaining.

Denver Post Owner Seals Control

Denver, Colo.—Helen G. Bonfils, president of the Denver Post and a daughter of one of its co-founders, has consolidated her control of the corporation with a five-million-dollar stock purchase.

The acquisition of 17,751 shares for a total of \$5,311,694 gives

DeAndrade Forecasts Victory

Kingsport Boycott Gains Force

A nationwide boycott of books and materials printed by Kingsport Press is gaining momentum and winning wide community support, the co-ordinator of a five-union strike against the Tennessee firm said last week.

Putting an estimate of "two to three million dollars" on the annual business loss to Kingsport Press as a result of the boycott, Anthony J. DeAndrade, president of the Pressmen's union, predicted that the boycott "will eventually bring this company to the point where they will have to sit down with us and negotiate an equal, fair and competitive contract."

DeAndrade made this prediction on the AFL-CIO's weekly radio program, "Labor News Conference."

He pointed out that the major portion of Kingsport Press's business is in textbooks and that boards of education in many cities have formally resolved to discontinue purchases of books printed by the company pending settle-

ment of the dispute. Such action has already been taken in New York, Cleveland and Newark, and the "matter is pending in Chicago, Detroit, Philadelphia and many other major cities," he said.

"The public's money or the taxpayers' money should not be spent for books printed under scab or strike conditions," he said. "We feel that there are other publishers who are paying equal and fair wages and fringes from whom the boards of education can get books of a similar nature—books just as good for the teaching of children."

Negotiations to settle the strike collapsed last month when the company refused to reinstate more than 105 of almost 1,000 strikers. The five unions—Typographical, Bookbinders', Pressmen's, Stereotypers' and Machinists'—immediately filed new unfair-labor-practice charges against the company.

Talks had been taking place intermittently since last February but foundered when the company rejected a union proposal to reinstate the strikers on a staggered basis over a nine-month period. It insisted on returning only 105—85 within six months and the remaining 20 within a year.

The unfair charges—including several filed earlier but withdrawn in May to facilitate negotiations—accuse Kingsport of refusing to bargain, making unilateral con-

tract changes, and subcontracting work without notice.

Joseph Lewis, secretary-treasurer of the AFL-CIO Union Label and Service Trades Department, said the collapse of negotiations requires the labor movement to give the Kingsport boycott "top priority."



PRESIDENTIAL SCHOLAR: John F. Daniel, son of Washington Guildsman Franz Daniel, receives a medallion from President Johnson as one of 121 winners of this year's Presidential Scholarships. John's father is a staff representative for the AFL-CIO's Industrial Union Department; his mother is on the education staff of the International Association of Machinists.



JAMES B. MAJORUS
A Man Apart?

Arbiter Blunts Razor's Edge For Copy Boy

(Continued from Page 1)

"those younger people frequently pictured in the news media in connection with student demonstrations, riots or other such activities."

The company said "internal relationships between employees" were also impaired by Majorus's beard.

The Guild termed the order unreasonable, citing past practice and the absence of any company rule on the subject. It pointed to examples of other employees who had worn beards without objection, including former Local President Richard Wanek, now administrative secretary of the Denver Guild.

The order to shave, it contended, invaded both Majorus's right of privacy and his civil rights.

Neville, in vetoing the dismissal, based his ruling on past practice and the absence of any clearly established rule against employees' wearing beards. He did not find it necessary to rule specifically on the issues of privacy and civil rights.

The arbitrator, describing Majorus's "full, heavy beard" as "neat" and "well-kept," noted that it did not impair the performance of his work. Nevertheless, he observed, "in this day and age a full beard sets a man apart, particularly a young man," and makes others regard "some what querulously and with some misgivings the wearer's inner philosophy and beliefs."

"This is a difficult concept to articulate," he declared, "but it would seem that a proper rule or regulation against hirsute adornment, uniformly applied, might well be deemed reasonable."

But Neville pointed out that the company had promulgated no rule against wearing beards—although it had one against its display salesmen's wearing sports jackets—and said that Majorus's refusal to obey "a single order to one employee" was not just and sufficient cause for dismissal.

Reporter Pay Grants Set By Northwestern

Evanston, Ill. — Newsmen will receive salary grants of up to \$175 a week for extended study programs at a new Urban Journalism Center to be established at Northwestern University.

In addition to study programs lasting up to three academic quarters, the center will sponsor three-month seminars, three-day briefings and short off-campus courses on urban problems.

NLRB Aide Holds Unfair Tactics Cost Guild Long Beach Election

Los Angeles, Calif.—A National Labor Relations Board official has recommended that an April 20 representation election at the Long Beach Independent and Press Telegram be set aside because of unfair practices by the company.

Acting Regional Director Daniel J. Harrington last month upheld the Los Angeles Guild's charge that company supervisors campaigned unfairly for rejection of the Guild in a series of individual interviews before the election.

The interviews, he said, "were clearly designed to influence the employees to reject the union."

Harrington recommended that the NLRB direct a new election.

The Guild, which represents 300 employees in other departments of the Long Beach papers, lost the April election by 31 to 23.

The company had demanded the election despite a contract clause requiring it to bargain for employees of any additional department in which the Guild obtained a majority. The company said it doubted the Guild's majority.

Berkeley Editorial Union Reverses Vote On Guild

Berkeley, Calif. — A management promise to match Guild gains elsewhere has led the Berkeley Gazette Editorial Employees' Association to sever a three-week affiliation with the San Francisco-Oakland Guild.

The association, which voted 14 to 1 to join the Guild May 27, reversed itself, 8 to 7, June 17 after a series of management-staged meetings at which executives spoke of "trouble" ahead and implored employees to leave the Guild.

They promised to match whatever terms are won by the Guild at the nearby Richmond Independent, which is owned by the

same company that publishes the Berkeley newspaper.

"It has always been apparent that the association's main bargaining strength with management has been the threat to 'go Guild,'" said Fred D. Fletcher, the local's executive secretary. "I think we can now assume they'll do a little better than usual—this year."

Guild, Hollywood Dailies At Odds On Unit's Size

Los Angeles, Calif.—The National Labor Relations Board has called a hearing for July 7 to resolve a dispute on the scope of an expanded unit the Los Angeles Guild is seeking at the Hollywood Citizen-News and the Valley Times.

Management is attempting to incorporate outside circulation employees, drivers and maintenance men in a new commercial unit that the Guild wants to

limit to 150 advertising, business-office and inside circulation employees. The Guild already represents editorial employees.

Board Orders Election For Ottawa Janitors

Toronto, Ont.—The Ontario Labour Relations Board last week ordered an election on the Ottawa Guild's bid to represent eight maintenance employees at the Ottawa Journal.

The vote was ordered after a June 27 hearing here during which one of the employees, Jean Laroque, presented a petition he claimed was signed by seven of the group disavowing the Guild. Laroque, a government employee moonlighting at the Journal evenings, was represented by a company attorney.

The Guild presented cards signed by six of the eight employees.

NLRB Reaffirms Ruling Against Virginia Daily

The National Labor Relations Board last week upheld a trial examiner's finding that the Northern Virginia Sun used automation as a device to replace union printers by lower-paid nonunion help.

However, the board declined to order the Sun's new owner to reinstate 14 printers fired by the former owners in 1959, when the company brought in nonunion replacements, and 10 others fired after the Columbia Typographical Union struck in protest.

The board noted that the old owners—including Under Secretary of State George W. Ball and Clayton Fritchey, a former advisor to the U.S. ambassador to the United Nations—agreed last March to settle the union's claim for back pay.

They paid \$30,000 to the fired printers and \$5,000 to the union for legal fees.

The board also noted that the Typographical Union has been reinstated as the bargaining agent for Sun printers under the Arlington daily's new owner, Herman J. Obermayer.

The decision capped a seven-year legal battle in which the board found the paper guilty of unfair labor practices in 1961, only to have the case remanded for reconsideration two years later by the District of Columbia Circuit Court of Appeals. The board, in last week's ruling, reaffirmed its original decision on the basis of an examiner's finding reached after the introduction of new evidence directed by the court.



REP. ROMAN PUCINSKI
Convention Speaker

Ted Kennedy To Speak At Convention

(Continued from Page 1)

A closing cocktail party is scheduled for 3 p.m. Friday at the National Press Club.

Jeanne Anderson, chairman of the Washington-Baltimore Guild's convention committee, has announced an entertainment program for delegates' wives and children that will include separate tours of the National Gallery of Art on Tuesday morning, a White House tour for wives Thursday and a children's trip to the National Zoo at the same time.

There will be a separate entertainment program for children during the banquet Tuesday evening.

Perlik reminded Region 4 locals last week that with a contest for the regional vice presidency in prospect following the convention, they must concentrate any effort to raise good-standing totals beforehand. Eligibility for an election referendum in the fall will be determined by good standing through July.

AMONG



OURSELVES

2 More Unions Vote To Strike Hawaii Dailies

Honolulu, Hawaii—The Typographical and Longshoremen's unions on June 26 joined the Hawaii Guild and three other unions in voting a joint strike against the Honolulu Advertiser and Star-Bulletin unless satisfactory contracts are negotiated to replace those that expired in May.

The other unions that have voted to strike are the Pressmen, Photoengravers and Machinists. The Hawaii Guild received ANG strike approval June 24.

The Guild warned in a July 6 bulletin that negotiations were nearing "the break-off point."

The unions' joint negotiating committee has served 48 hours' notice of contract cancellation following the papers' rejection of revised union proposals of \$10 wage increases, reduced hours, an increased night differential and a fully paid medical plan.

Gov. John A. Burns has met with the companies and unions, and Atty. Gen. Bert Kobayashi joined mediation efforts July 6.

The joint committee includes representatives of all six locals, ANG International Representative Charles Dale, ITU First Vice President John Pilch, Pressmen's Vice President Frazier Moore and Longshoremen's Regional Director Jack Hall.

Veteran New York Guildsman Harry Crone, promotion director of the International Ladies Garment Workers' Union Label Department, has retired.

Crone, a member of the Guild's Labor Press Unit since 1935, served previously as assistant editor of Justice, the ILGWU's official publication, and then as promotion director for the union.

Jack Rosenthal, former vice president of the Portland (Ore.) Guild, has received a public-

Baker, Carmichael Conduct Seminar

St. Paul, Minn.—Twin Cities Guild stewards and committeemen attended a day-long seminar on steward programs and bargaining at the Twins Motor Hotel here June 25.

The seminar was conducted by ANG Research and Information Director Ellis T. Baker and Twin Cities Executive Secretary John Carmichael. The local was host at a noon luncheon.

service award from American University for the performance of his duties as information director of the U.S. Justice Department. Rosenthal's office was voted the best federal information agency in a university poll of the Washington press corps.

Gary Guildsman Bob McClure, pleading guilty to a speeding charge, told Judge Richard S. Kaplan he was following a car driven by a policy-racket operator in an effort to find the operation's headquarters.

The judge listened, announced a \$47.25 fine—and paid it himself.

Dorothea H. Wingert of the North Jersey Guild has been elected president of the New Jersey Daily Newspaper Women. Joan B. Haggerty, a fellow worker at the Elizabeth Daily Journal and former local president, was elected treasurer.

JOLLY GOOD FELLOWS: Four Guild members are among 13 winners of Nieman Fellowships for 1966-67 at Harvard University. They are Dana R. Bullen II of the Washington Star, Ken W. Clawson of the Toledo Blade, David H. Hoffman of the

New York Herald Tribune and William W. Woo of the St. Louis Post-Dispatch.

And David H. Nimmer, secretary of the Twin Cities Guild, has been awarded a Russell Sage Fellowship in social science at the University of Wisconsin. Nimmer is a city-hall reporter for the Minneapolis Star.

New Name, Old Initials

Toronto, Ont.—The American Newspaper Guild's name would change but the initials would remain the same under a resolution to be offered to ANG's 1966 Convention by the Canadian Wire Service Guild.

The local's national council has proposed that ANG's name be changed to Allied News Guild to "more truly represent" Guild members employed by "news agencies, magazines, trade publications, radio and television broadcasting stations, many of whom are outside the United States of America."

The Victoria Guild had previously suggested that ANG's name be changed to North American Newspaper Guild.

CONVENTION DELEGATES

The following have been elected delegates to ANG's 1966 Convention in Washington July 25 through 29:

LANSING—Dewey C. Hanes.
LOS ANGELES—Jack Parker, Nicholas Abraham, Joseph H. Matty and Lynn Igoe.

NEW YORK—Eugene Connolly, Thomas J. Fay, Bernard W. Stein, Herman Singer, Thomas J. Murphy, John E. Deegan, John McKeon, Jack Currin, Peter Donohue, Joseph Eisenberg, Jack Mallon, Gerry Passarella, George Holmes, Jonathan Kastner, Frank J. MacMaster, Robert McGuinness, Thomas F. Doherty, Thomas Pennacchio, Arthur Rosenstock, Harry Ryan, Frazier Dickson, Leonard

Weeks, Arnold Drapkin and Carl Proujan.

OTTAWA—Dennis Foley, Gerald Cole and Norman Said.

PHILADELPHIA—Michael Casino, Gladys Fisher, William Beck, Michael Levine, Joseph Conley, David S. Schick, Seymour Ravinsky, Mary Ford Hann, Joseph Martin, Rolfe Garrett, Francis Brown and Michael Bradley.

SALEM—James M. Shea.

SIOUX CITY—Clarence A. Olson and Harvey M. Sanford.

STOCKTON—Douglas W. Brodie.

TERRE HAUTE—Gene Rogers.

TWIN CITIES—John Carmichael, Peter L. Vanderpool, Edwin L. Bolton and Frank Wright.

VICTORIA—L. M. Sallaway.

Printers Protest Commuting Scabs

Colorado Springs, Colo.— Interstate traffic in strikebreakers between Connecticut and Massachusetts has drawn a protest from the International Typographical Union to President Johnson and the two states' U.S. senators.

ITU President Elmer Brown charged that regular employees of the nonunion Worcester (Mass.) Telegram-Gazette are commuting daily to moonlighting jobs on the Norwich (Conn.) Bulletin, where the ITU has been on strike since March 24.

In a telegram to the President and to Sens. Leverett Saltonstall and Edward M. Kennedy of Mas-

sachusetts and Sens. Thomas J. Dodd and Abraham A. Ribicoff of Connecticut, Brown declared:

"Moonlighting strikebreakers now are regularly commuting between Worcester, Mass., and Norwich, Conn., in their effort to break an ITU strike in Norwich. We solicit the aid and attention of your office to help stamp out this antisocial practice."

Brown pointed out that passage of a pending Senate bill to make the use of professional strikebreakers a federal crime would make such interstate strikebreaking illegal.

Massachusetts has had an anti-strikebreaking bill since 1960. Connecticut has none.

The ITU Review said that many of the Worcester employees were originally hired to break a 1957-63 printers' strike at the Telegram-Gazette.

... San Antonio

(Continued from Page 1)
local president, and former International Representative Kenneth Byrd. ANG Executive Vice President William J. Farson met with the group two days before the election.

On Vietnam:

Events of the past few months have further undermined the administration's stated rationale for involvement in Vietnam—that American armed force is there to defend the Vietnamese. The continuing demonstrations in Hue, Danang and Saigon, with their anti-Ky and anti-American slogans, have made it clearer than ever that the Saigon regime has virtually no popular support. Military activities have been steadily escalated, and American military power has been forced to assume the brunt of the fighting from the South Vietnamese army. An estimated 100,000 soldiers deserted this army in 1965 alone (*N. Y. Times* 2/24/66).

The successive regimes in Saigon which our government has been supporting were never popularly elected, and since shortly after the inception of the civil war have not governed more than a portion of South Vietnam. Nonetheless, the administration has attempted justification for American military intervention by claiming that these regimes have had popular support and could therefore be considered legitimate governments for all of South Vietnam.

The dramatic exposure of these false premises and of the fragile basis for our policies has led many prominent Amer-

icans, including some former supporters of the war, to declare that our forces must be prepared to leave Vietnam if a new government there asks us to do so.

But our administration's previous response to reverses in Vietnam has been escalation, bringing with it increasing death and destruction, and we are particularly alarmed at the extension of B-52 bombings to the North and new air raids in the Hanoi-Haiphong area. To escalate militarily while our position disintegrates politically is immoral, futile and perilous.

Furthermore, while increasing numbers of political leaders and commentators question the entire policy of the United States in Vietnam, the American force, approximately a quarter of a million men, is conducting "search-and-kill" operations and continues massive daily bombings in the course of which thousands of Vietnamese and Americans are being killed and wounded.

The interests of our country and the strength of our belief in the right of self-determination demand that ways be immediately found to disengage ourselves from this intolerable situation. We are convinced that such a course is in accord with the mood of increasing numbers of Americans.

We call upon our government:

To cease all bombing, North and South, and all other offensive military operations immediately;

To indicate that it will negotiate with the National Liberation Front and all other interested parties for a peaceful settlement;

To encourage in every way, and in no way to inter-

fere with, the free exercise of popular sovereignty in Vietnam;

To evaluate seriously whether self-determination for the Vietnamese as well as our own national interests would not be best served by termination of our military presence in Vietnam.

This statement, together with the names of more than 6,500 signers, appeared as a three-page advertisement in the N.Y. Times of June 5th, 1966. Its publication, as well as this advertisement, was paid for by the signers—3,938 faculty members at 180 colleges and universities in 39 states and over 2,600 members of the professional community: artists, writers, clergymen, teachers, physicians, psychologists, social workers, scientists and others. A copy of the original advertisement, including the list of signers, is available upon request. Contributions for further dissemination of the views expressed in the statement are needed and welcomed.

This ad appeared in nine major newspapers throughout the country.

Requests for information and contributions should be addressed to:

Ad Hoc Universities Committee for the Statement on Vietnam P.O. Box 435, Rye, N.Y.

Professor Harry Lustig, Chmn. Professor Martin Davis, Treas.

or

Committee of the Professions

P.O. Box 397, Cathedral Post Office, N.Y., N.Y. 10025

Oscar Sachs, M.D., Chmn. Ruth Lassoff, Treas. Rosalind Wells, Coordinator

☐ Please send me a copy of the original advertisement. ☐ I enclose a contribution of \$ _____

Name _____

Address _____

City _____

State _____

Zip _____

Local Copy

A PAGE FOR OFFICERS AND STEWARDS

Seattle: Merit Pay General For Reporters

Fifty of 75 fully experienced employees in the Seattle Times's reporter classification were earning more than the contractual top minimum as of last January.

All 12 fully experienced desk employees were also earning more than the top minimum, according to payroll data received from the company.

Weekly salaries ranged as high as \$244.50, averaging \$12.11 over the minimum for fully experienced employees in the reporter category. Desk men averaged \$33.04 over the top minimum of \$169.75.

A new contract negotiated in April has raised minimums in both categories by \$19.25.

Following is a tabulation of the payroll data for editorial classifications at the Times as of Jan. 15; similar data for the Seattle Post-Intelligencer will be printed in a subsequent issue.

Reporters, Photographers, Artists, Copyreaders, Society and Club Reporters, Home Economics Copy Writer, Club Editor, Assistant to Feature Editor

Top Minimum	Actual Salaries
\$160.75 after 5 years	9 on stepups
	25 at top minimum
	5 at \$161.25
	1 at \$163.75
	7 at \$165.75
	5 at \$166.25
	4 at \$168.75
	2 at \$170.75
	1 at \$171.00
	2 at \$171.25
	2 at \$175.75
	3 at \$176.25
	1 at \$180.75
	3 at \$181.25
	1 at \$190.00
	1 at \$191.25
	1 at \$192.25
	1 at \$192.30
	1 at \$194.25
	1 at \$195.25
	1 at \$195.75
	1 at \$200.00
	1 at \$200.75
	2 at \$205.75
	2 at \$220.75
	1 at \$244.50

Northwest, Second Assistant City, Make-up, Drama, Financial, Marine, Telegraph, Radio and Television Editors, First Assistant to Feature Editor, Sports Slot Man and Editorial Writers

\$169.75 after 1 year.	None on stepups or top minimum
	1 at \$172.25
	1 at \$180.25
	1 at \$184.25
	1 at \$185.25
	1 at \$185.75
	1 at \$187.25
	1 at \$189.75
	1 at \$216.75
	1 at \$230.00
	1 at \$230.25
	1 at \$235.75
	1 at \$236.00

Library Assistants, Information Clerks

\$103.50 after 4 years	2 on stepups
	7 at top minimum
	2 at \$107.00
	1 at \$135.00

Arbitrations

Overtime Exception Held Applicable In Fill-in Case

Philadelphia, Pa.—A supervisor exempt from overtime provisions of the Wire Service Guild's Associated Press contract is not entitled to time-and-a-half pay even when filling in for a newsman who is not exempt, an arbitrator has ruled.

The arbiter, Monroe Berkowitz, held that as long as the supervisor was devoting more than 80 percent of his time to supervisory work, as required by the federal Wage and-Hour Law, he need not be paid overtime.

The case involved AP's state news editor in Philadelphia, who performed the duties of an absent newsman on several occasions. Berkowitz pointed out they involved only about a half hour each shift.

The Guild contended that assignment of an exempt employee in such situations undercut the contract's overtime provisions. AP argued that overtime is "a penalty payment for encroaching on an employee's time" rather than an employee's "right or privilege."

Newspapers Seen Ideal Ground For Plowing Investment Capital

Looking for an ideal place to invest your money? You probably don't have to look any farther than the newspaper where you work.

That's the conclusion of a study by Marion R. Krehbiel, Kansas newspaper broker, appraiser and consultant.

"If you're looking for a hedge against inflation," said Krehbiel, Editor & Publisher, "newspapers are (and have been since the war) a better investment than farm land and urban real estate, long considered by conservative investors to be ideal anti-inflation investments."

Krehbiel has the figures to back up the conclusion.

After allowing for inflation, he said, small dailies are bringing sale prices 20 percent higher than in the 1955-60 period.

For 16 papers for which Krehbiel has acted as sales broker twice or more in the past 20 years, he reported, sale prices have increased at the rate of 7.6 percent annually, more than twice the annual inflation rate of 3 percent.

He cited increases in gross income and consequent higher net earnings as the chief factors responsible for the growing desirability of newspapers as investments. There are more newspaper investors in the market today than at any time since immediately after World War II, he said.

One of the industry's leading brokers, Vincent J. Manno, makes a similar appraisal of the market.

Newsweek magazine last month quoted Manno as stating that the market is so good buyers are paying at least 10 percent more than

newspapers are actually worth. "But it's a sound investment," he said. "The publisher just has to wait longer for the return of his capital."

"Often the wait is not long," Newsweek observed, noting that the San Bernardino Sun has increased its circulation by 3,000 since the Los Angeles Times-Mirror Co. bought the Sun and the San Bernardino Telegram two years ago by outbidding eight national chains.

And another Times-Mirror acquisition, the Orange Coast Daily Pilot, has doubled its circulation in the five years since its purchase.

"Prices have really gotten out of hand," said Times-Mirror Publisher Otis Chandler. "If you want a paper bad enough, you have to pay for it."

The Times-Mirror is far from the only company that wants papers "bad enough to pay for them."

The Thomson chain—which last month expanded its U.S. holdings to 15 cities by purchasing two small dailies and a weekly in Alabama—investigates "75 to 100" possible purchases a year, Paul Belknap, executive director of Thomson's U.S. operations, told Newsweek.

"The percentage of return is greater in the smaller markets," he explained.

Thomson's Alabama purchase from Ralph Nicholson of Tallahassee, Fla., helped assure a greater return for the Mobile Press-Register, as well.

As part of the deal, Thomson purchased the Pascagoula (Miss.) Chronicle from Nicholson and resold it to the Press-Register, which promptly merged it with its Pascagoula paper, the Mississippi Press-Register, eliminating competition in another city.

News-Industry Indices Reach Record Levels

Major barometers of the newspaper industry's economic health continue to point in one direction—upward.

Advertising volume, newsprint consumption and plant investment are all at or near record figures.

Specifically:

► Expenditures on newspaper national advertising rose 2.5 percent in 1965 to a record \$869,400,000, according to the American Newspaper Publishers Association's Bureau of Advertising.

► Classified-advertising volume rose 9.7 percent in 1965 to \$1,214,303,000, according to preliminary estimates by McCann-Erickson, Inc.

► Some 725 U.S. and Canadian daily newspapers spent more than 140 million dollars on plant expansion and modernization in 1965, and 663 of them expect to spend 127 million this year, according to the ANPA.

► U.S. newsprint consumption for the first five months of 1966 reached a record high of 2,813,925 tons, an increase of 8.2 percent over the same period of 1965, according to the ANPA.

It was the fourth consecutive year in which national advertising volume rose. In announcing the figure, Charles T. Lipscomb, Jr., president of the ANPA Bureau of Advertising, said it coincided with "an impressive increase in retail advertising."

The figure, he said, "confirms reports that there has never been more interest in the newspaper medium since the advent of television."

Commenting on the increase in classified volume, William R. Golding, president of Parish Associates, Inc., classified development firm, observed that the total volume was greater than that for magazines, billboards and transit advertising combined.

Breaking down plant-expansion totals, the ANPA reported \$130,160,036 spent by 697 U.S. dailies



International Executive Board, Pre-convention Meeting, July 22, Sheraton-Park Hotel, Washington.
Conference of District Councils, Annual Meeting, July 24, Sheraton-Park Hotel, Washington.
Thirty-third Annual ANG Convention, July 25-29, Sheraton-Park Hotel, Washington.

Careers For Negroes On Newspapers

- What's Happening
- What the Jobs Are
- How Jobs Can Be Found

American Newspaper Guild (AFL-CIO, CLC)

SECOND EDITION: The second printing of ANG's pamphlet, "Careers For Negroes On Newspapers," is off the press with a new cover. It depicts Richard L. Penelton, police reporter for the Peoria Journal-Star and president of the Peoria Guild, questioning a policeman about a fatal accident. The initial printing of 10,000 was exhausted in two years.

Editorial

The Time Is Now

The past year has been one of solid and satisfying achievement for the Guild and its local unions, but, with the newspaper industry more prosperous than ever, the opportunity for even greater gains lies ahead.

It is an opportunity limited only by the limits of our own energy, imagination and determination.

During the past year, the Guild made its greatest wage gains in 20 years, since the catch-up increases that followed the wage-price controls of World War II.

The International Defense Fund reached, and passed, one million dollars for the first time.

Dues-paying membership in the final month of the fiscal year ending April 30 stood at an all-time high of 31,544 for that date; the percentage of membership in good standing reached an all-time high in March and the average number of per-capita payments for the year was the highest in four years and only slightly below the all-time peak.

Guild wage bargaining, reflecting intensified effort at both the local and international levels, produced average increases over two years at the top reporter level of nearly \$12. This represents a rise of \$3.68—or 45 percent—in the average increase in the four years since the 1962 wage conference dramatized the need for a co-ordinated drive to raise the salaries of newspapermen and women to a level commensurate with their responsibilities in a democratic society—and with their fair share of the earnings of an increasingly affluent industry.

Top minimums of \$200 a week for key editorial and advertising classifications were negotiated by three more locals, and in two locals a start was made toward the \$270 wage goal set by last year's convention, with the negotiation of deferred increases advancing these key minimums beyond \$200.

But, as the International Executive Board emphasized in its collective bargaining report to this year's convention, the world does not stand still.

The cost of living continues to increase, at an accelerated rate. So does productivity. And so do newspaper profits.

So does the cost of running the Guild, and so does monopoly in the newspaper industry. Some 600 Guild jobs were lost during the past year in the San Francisco merger and Indianapolis suspension alone; half-again as many Guild members are expected to lose or leave their jobs because of the New York merger. Loss of members, of course, means loss of income, and, as a result, we must call upon our General Fund surplus to underwrite an anticipated deficit in our General Fund operations for the coming year.

So, for all our advances of the past year, we must quicken our steps if we are to keep pace with the world we live and work in, much less move ahead.

We must continue to raise our sights if we are to fulfill our bargaining goals and membership potential.

We must improve upon our past accomplishments and extend the wage gains achieved in our big-city contracts to medium and small papers across the United States and Canada.

And, as we do so, we must capitalize on our opportunities to extend the benefits and protections of Guild contracts and Guild membership to the unorganized.

The time is now.

Never before has the health, and wealth, of the newspaper industry been documented so graphically as in the current series of wage and profit studies being issued by the Guild's Collective Bargaining Department.

The opportunity is ours.

We need only seize it.

—From the introduction to the 1966 ANG Officers' Report



DATELINE: WASHINGTON

Hawks, Doves Overshadow Governors' Parley

By WILLARD SHELTON, Washington Guild



Los Angeles, Calif.—The temper of the people inclines more toward the "hawks" than the "doves" in regard to the Vietnam war insofar as the people's temper is reflected by the state governors gathered here for the 58th Governors' Conference.

It can be argued, one supposes, that the governors don't comprehend what the voters are thinking, but they live in the state capitals, and they are close to their people.

Besides, the go-round the governors had here in regard to the President's conduct of affairs is the third shot they have had at it, and the record is consistent.

Gov. Mark O. Hatfield of Oregon noted a year ago at the Minneapolis Governors' Conference that he could not support a carte blanche for Mr. Johnson's "methods and techniques" in Vietnam. His position this year was not noticeably different.

Gov. George W. Romney of Michigan, who was muddled last year and tried to postpone action on a resolution of support for the President until after the Governors' Conference had adjourned, finally said that he would back it—but then declined to sign the statement as drafted. He came into this city—somewhat late—showing the same signs of hesitancy, unwilling to commit himself.

But in the meantime there has been a full-scale White House briefing for more than 40 of the

governors, as of last March, and the endorsement of the President's conduct of the war and his objectives was unequivocal.

The conference here met immediately after the first air strikes at the Hanoi-Haiphong industrial and oil complex, and there was no evidence that Hatfield and Romney had picked up recruits.

Two Republicans—Govs. William W. Scranton of Pennsylvania and John A. Love of Colorado—said bluntly that they thought the bomb strikes would have been more effective militarily and have aroused less of an international uproar if the President had ordered them last March, when the military chiefs recommended them.

It is the unfailing fate of a Governors' Conference to have its scheduled program overshadowed by issues of national or international import.

"Why do the governors make these repeated statements on Vietnam?" Gov. John Connally of Texas was asked here. "Are they intended to counter the fall in President Johnson's popularity?"

"No," replied Connally. "I would say it's because Vietnam is the only thing we're asked about, and we want to make our position clear."

In any case, a Los Angeles Times poll of July 6 showed that Johnson's popularity had risen among California Democrats following the Hanoi-Haiphong air strikes.

Mandate

The filibusterers who staved off repeal of Section 14(b) of the Taft-Hartley Act at this session of Congress not only prevented their fellow senators from voting on its merits but ignored a clear voice from the public, the AFL-CIO's Committee on Political Education points out.

Since 1958, voters have turned down "right to work" laws in six of the seven states in which attempts have been made to introduce them. California, Colorado, Idaho, Ohio, Washington and Oklahoma all rejected the proposal in referendums; only Kansas enacted it.

The total vote in all seven referendums: 6,793,299 against "right to work"; 4,647,184 for.

Vietnam was the overshadowing issue last year. The year before that, at Cleveland, it was the infighting and maneuvering among Republicans (including former Vice President Richard M. Nixon, who showed up very actively) in the failing effort to block the GOP nomination of then Sen. Barry Goldwater. The year before that, at Miami Beach, it was the powerful drive of Republicans to stir up a Democratic family quarrel by pushing for a strong civil-rights declaration.

The Democrats outlicked the Republicans at Miami Beach by using their numerical strength simply to abolish the resolutions committee, leaving the Republicans with no regular machinery for forcing the conference to take a stand. This year this unsatisfactory state of the rules was

remedied by making the executive committee in effect a revived resolutions committee.

The Governors' Conference builds its agenda each year to reflect the common interest of the state chief executives in matters that are—or at least used to be—areas of state responsibility. There are committee reports on natural resources, crime and law enforcement, and the interrelationships of federal, state and local governments.

This year there was an added panel on something called, broadly, "News Media Responsibilities," without specifics as to whom and to what.

The harsh truth is that the staple subjects of governors' conferences are of almost no interest to the reporters who throng them—an almost unbelievable 350-plus this year. The reporters are interested in politics, and their questions at the many news conferences scheduled by individual governors tend to be political.

One suspects that the governors themselves are really interested in only one subject—how to improve their state-finances by finding a method of obtaining kick-backs to the states from the billions collected in federal income taxes (the Heller plan). Gov. Romney was chairman of a special committee appointed to report this year on this fascinating theme.

No Sexplanation

The Equal Employment Opportunity Commission has given up its attempt to persuade newspapers to run notices explaining that the segregation of their help-wanted pages into "male" and "female" columns doesn't mean a thing.

The commission's revised policy guidelines under job-discrimination provisions of the 1964 Civil Rights Act drop the proposed disclaimer, which was supposed to have said that jobs in both "male" and "female" columns were open to both sexes. A commission spokesman explained that newspapers had simply refused to run it.

"We didn't feel in a position to try to make newspapers comply with this kind of request," he said, "so we just gave up."

The Guild Reporter

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and

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