Severance Agreement Spurs N.Y. Bargaining

The GUILD REPORTER

OFFICIAL ORGAN OF THE AMERICAN NEWSPAPER GUILD (AFL-CIO, CLC)

Vol. XXXIII, No. 12 | Washington, D. C. | June 10, 1966

Resignations Ease Dispute On Seniority

New York City—Bargaining in the 48-day New York merger strike moved ahead on the hard-core issue of seniority in dismissals this week in the wake of publisher agreement to the Guild's demands on severance pay.

The World Journal Tribune's agreement to permit voluntary resignations with severance in place of employes facing dismissal reduced the extent of the seniority issue by producing 403 offers to resign. With the dispute over management's insistence on bypassing seniority in 900 proposed job reductions narrowed, the problem appeared near solution at midweek.

World Journal Tribune Publisher Matt Meyer said a procedure had been worked out to resolve the problem of selecting editorial personnel, and Thomas J. Murphy, the Guild's executive vice president, said all issues could be resolved "in 36 hours" if management concentrated on settling the strike "rather than using disputes with other unions as an excuse for prolonging it."

Bargaining with the mechanical unions was moving slowly, with only a single union, the Photoengravers, having been able to reach agreement in the three weeks since the printers and four other crafts settled. The major roadblock appeared to be a deadlock with the Pressmen over hours.

Meanwhile, Meyer, in an interview with Editor & Publisher, denied reports that the company was in no hurry to start publishing until the slack summer months were over but said the shutdown would "in some ways . . . enhance the impression of completely new newspapers when we do publish."

"This, I think, will have some value," he declared.

The company, in addition to acceding to the Guild's prestrike demand for voluntary resignations with severance, agreed to waive a 60-week ceiling on severance in the old World-Telegram and Journal-American contracts for both those dismissed and those who resign voluntarily. There is no ceiling at the Herald Tribune.

Under terms of the agreement, employes who announced their intention of resigning by June 3 will receive retroactive wage increases

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Lift Wage Goal To $292, Board Urges Convention



Baltimore-Washington Guild Photo by Brian Flores

YOUR FRIENDLY AGENT: Insurance Workers' President William A. Gillen (to right of post) leads the union's 25-man general executive board in a demonstration of picket-line support for Guild strikers at the Bureau of National Affairs. The board took time out from a meeting in Washington to join the BNA picket line June 1.

$22 Increase Seen Needed To Keep Pace

The International Executive Board, citing continuing increases in productivity and the cost of living, recommended last month that the Guild's wage goal for key classifications be raised from $270 to $292.

It recommended that the 1966 Convention next month also raise the goal for all adult employes from $135 to $146.

The present goals were set by the 1965 Convention to keep pace with advances in productivity and the cost of living since the Guild's first $100 wage goal was adopted in 1946.

During 1965, the IEB pointed out in its Collective Bargaining Report to next month's convention, the cost of living rose at a sharper rate than at any time since 1958, and productivity has continued to increase.

The equivalent of 1946's goal after taking into account an 82-percent increase in U.S. productivity and a 63-percent increase in the cost of living since that time is $291.35, the board pointed out in raising its sights to $292.

The equivalent of the original $50 goal for adult workers is $145.68, it said in making a similar adjustment to $146 for that goal.

"Our wage goals will always run ahead of our attainments," the IEB declared. "But that's what goals are for. When we reach the moon, we'll start reaching for the stars."

Guild wage settlements during the past year have exceeded any

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BNA Cancellations Snowball; Guild Files 3 New Charges

The Guild's boycott against struck Bureau of National Affairs publications continued to snowball this week in the wake of cancellation action by the bureau's biggest labor subscriber, the Teamsters' union, and more than 100 of its subordinate bodies.

The Washington-Baltimore Guild filed three additional unfair-labor-practice charges June 3 after management announced at a mediation session that no agreement could be put into effect until a decertification petition filed May 31 by nonstriking employes has been disposed of.

The Guild rejected a union-security formula advanced June 3 by Walter Maggiolo, assistant director of the Federal Mediation Service, saying it "would ensure the death of the Guild at BNA." The formula would have given the Guild essentially nothing more than maintenance of membership.

The number of international unions supporting the Guild's boycott of the privately owned labor-management reporting service stood at 65 this week, the local reported. Besides the Teamsters, recent cancellations include the United Mine Workers, United Packinghouse Workers, Technical Engineers, Potters, Letter Carriers, Brewery Workers, International Brotherhood of Electrical Workers, Ironworkers, Allied Industrial Workers, Longshoremen and Warehousemen, and the Theatrical Stage Employees.

The IBEW, like the Teamsters, sent copies of its cancellation order to all its affiliates.

The Greater Washington Central Labor Council this week put all BNA publications on the "unfair" list, putting them out of bounds for all trade unionists, and called on all local unions to prevent BNA from getting their arbitration reports by signing refusal-to-release forms and send-

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The Morning After

'It Seemed Like A Good Idea'

New York City—A proposal for an exclusive union for editorial employes, born at Aqueduct Race Track, was laid to rest last week at Gallagher's exclusive Steak House.

Ceremonies were conducted at what Editor & Publisher described as "a cross between an Irish ceilidh [an evening entertainment], a leg-show and a news conference."

The call for an editorial-only union had been announced only the day before, suddenly and in the midst of Guild strike negotiations, in telegrams to the city's newspapers, signed with the names of seven New York newspapermen—and sent collect.

The telegrams complained that the Guild was "bookkeeper-oriented" and said that "editorial people want to work on newspapers, not have them shut down while the Guild negotiates ways for its phone clerks to leave the business."

The telegrams bore the names of:

► Jimmy Breslin, Herald Tribune syndicated columnist who, Newsweek reported, already has guaranteed his own security with a personal-service contract ensuring him a job with the merged World Journal if the Tribune folds.

► Walt Kelly, the creator of "Pogo," who as a self-employed, syndicated cartoonist is neither covered by Guild contract nor a Guild member.

► Dick Schaap, another Herald Tribune columnist.

"As to Breslin's contention that he will be the protector of reporters, anyone who knows Jimmy Breslin knows that he has contempt not only for the clerk-typist but also for the rewrite man, the copyreader, the photographer, the reporter and everyone but himself."

—The Guild's Thomas J. Murphy, A bookkeeper once himself

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Berkeley Editorial Union Votes Guild Affiliation

Berkeley, Calif.—Members of the Berkeley Gazette Editorial Employes' Association voted 13 to 1 late last month to affiliate with the San Francisco-Oakland Guild.

Members of the 17-man unit voted to dissolve the association and become a unit of the Guild local in a referendum ballot tabulated May 28.

The Gazette, a 15,000-circulation evening daily, is owned by the same company that publishes the nearby Richmond Independent, where the Guild also has a unit. The editorial association has a contract with the Gazette expiring in November.

The association, which has represented Gazette employes for more than a decade, voted to affiliate with the Guild after a May 26 meeting addressed by ANG International Representative Charles Dale and Fred D. Fletcher, local executive secretary.

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GEORGE MEANY

Meany Slated To Speak At Convention

AFL-CIO President George Meany will address ANG's 1966 Convention in Washington next month, it was announced this week.

Meany, who has headed the labor federation since its merger in 1955, will speak at the convention banquet July 26.

The banquet program will also include an appearance by Joe Glazer, "labor's troubadour," who will sing two original songs about the Guild and its founder, Heywood Broun.

Other convention speakers will include Secretary of Labor W. Willard Wirtz.

The International Executive Board's preconvention meeting will be held at 10 a.m. July 22 in the Sheraton-Park Hotel, site of the convention. Other preconvention events include a meeting of the Conference of District Councils and a circulation-department panel, both set for noon July 24.

The traditional freshman forum will be held at 3 p.m. the same day.

CONVENTION DELEGATES

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

BOSTON—Robert E. Bruner, Michael F. Kelly, Joseph B. Downey, Charles Leveroni, David L. Beaton and Barbara A. Harvey.

BUFFALO — Richard L. Batzer, John R. Fleming, Jr., Kenneth Barnette, Richard Baldwin, Paul T. Covert and Harold Lawrence, Sr.

CHICAGO—Lloyd Green, Justin F. McCarthy, Jr., Phillip J. O'Connor, Marshall W. Schiewe, Eugene Sorrells and James Wagner.

DENVER—Richard E. Winek, Howard Kaplan, Harold Heffron and Ralph Veatch.

LEHIGH VALLEY — Bradford O'Hearn and Robert Golden.

MEMPHIS—Richard P. Lane, James H. White and Clifford L. Huffman.

NORTH JERSEY—Barbara Finkelstein Wicklund, Daniel A. McLaughlin, Richard Gilliam and Donald W. Rosselet.

SAN ANTONIO—Fred B. Walker and Robert K. Ostrum.

SAN FRANCISCO-OAKLAND—Rex Adkins, Dorothy Bedjanian, Fred D. Fletcher, William Holdinghausen, Vera Brewer, Barney Peterson.

SAN JOSE—Frank Bonanno, Dennis Britton, Jose Stell, Dale Lane and Richard F. Flood.

TORONTO—Jack Dobson, Orval R. McGuire, Cy Brimicombe, Glen Ogilvie, Ross Miller, John Wolynetz, Nada Bozinoff, Jack Sullivan, Murray Tate, Harry Brohm, Isabel Greenwood, Ralph London, Eddie Roworth, Jean Pakenham, William Grover and John Lowe.

VANCOUVER—David Manley, Richard Evans, George Milne and William H. McLeman.

WIRE SERVICE — Raymond A. Mann, Harry S. Culver, Stella Roberts, Gene Bryant, George Muldowney, Robert M. Crocker, George Bowen, Charles Webb, Carlos Escudero, Bill Ferguson and A. E. Maloof.

Political Action

Press COPE Drive, Locals Urged

The International Executive Board last month called upon all Guild locals to conduct COPE dollar drives in June and July to help return liberal legislators to Congress in the fall.

The board, which made a $1,150 contribution on ANG's behalf to the AFL-CIO Voter Registration Fund, said COPE donations cannot be delayed.

"If contributions from Guild members and locals are to be effective in this year's crucial election campaign," the board declared, "they must be made in quantity and made now, even though this means calling upon them to make their contributions at a time when they also are being called upon to make contributions to our own strike emergencies."

The board, in addition to urging dollar-drive contributions in time for an accounting at the Guild's 1966 Convention July 25 through 29, called on locals and district councils to make contributions from their treasuries to COPE's educational fund. The fund is used in voter-registration and "get-out-the-vote" drives.

"The 89th Congress," the IEB declared, "has taken a number of significant steps toward combating the nation's problems in the areas of education, human rights, poverty and medical care which previous administrations were unable or unwilling to tackle."

"It was able to take these steps largely as a result of the election in 1964 of congressmen supported by organized labor and its political arm, the Committee on Political Education," the board said, adding:

"The failure to return liberal, progressive members of the 89th Congress to Washington in this year's elections will halt and perhaps reverse the programs initiated by the 89th Congress."



The board's Political Action Report to the convention pointed out that "right-to-work" advocates, heartened by their success in forestalling Senate action on repeal of the Taft-Hartley Act's Section 14(b), are mobilizing for additional open-shop laws in at least seven states and "are talking hopefully about a federal right-to-work law if the complexion of Congress changes."

The board urged locals to make "every effort" to surpass the Guild's dollar-drive quota of $2,880, "less than 10 cents a member." Last year, it noted, Guild members contributed only $1,483.80 — 45 percent of the quota.

COPE dollar-drive contributions reported so far this year total only $83, with $50 of this amount coming from the Wilkes-Barre Guild. Terre Haute has contributed $13, and Chicago and Washington-Baltimore, $10 each.

The board also urged locals to "undertake projects to encourage and facilitate members in registering to vote," and, where possible, to "conduct voter-registration drives on the premises of members' employers."

The board made these other recommendations to the convention:

► That political-action committees "be appointed immediately by those locals that do not have them."

► That "all Guildsmen be urged to exercise the rights and duties of citizenship and express themselves as citizens on publicly significant issues, regardless of individual or group attitudes toward political activity."

► That locals "continue to work for enactment of a federal Citizens' Job Protection Law and continue to support antistrike-breaking legislation at all levels of government."

Human Rights

IEB Cites Fair-Employment Gains

The past year has witnessed gains in the Guild's drive for equal employment opportunity in the newspaper industry, the International Executive Board reported last month, noting "an upward trend" in the employment of minority-group members.

The board cited an increase in the number of fair-employment clauses to a point where they are included in more than 50 percent of Guild newspaper contracts, as well as Guild-management conferences on fair hiring in at least five cities and other local efforts on behalf of human rights.

"But as varied and wide-ranging as these activities were," the IEB said, "the fact is they were not enough.

"The real measure of our dedication to human rights lies in the answer to one question:

"How are we doing at the local level to help open to all Americans the opportunities enjoyed by most Americans and to help members of minority groups to take advantage of opportunities when they are open?

"Some Guild locals are well-embarked on programs to make these contributions. Others have them in the planning stage. But too many are doing too little—or nothing at all."

The board, in its recommendations to next month's ANG Convention, urged that all locals "follow the steps of those that have made ardent efforts to advance the cause of equal employment opportunity" by:

► Using "to the fullest extent the ANG guidelines for accomplishing the program" and continuing or initiating talks with management to that end.

► Establishing a local file of minority-group job aspirants and enlisting the help of civil-rights organizations and minority-group educators, including high-school instructors of English and journalism, in finding "competent students who might prepare for newspaper careers if urged to do so."

In noting progress toward fair employment practices, the IEB cited the employment of 40 Negroes at the Cleveland Press and Plain Dealer, two hired within the past year, 15 at the Toledo Blade, three in the past year, and 77 at the St. Louis Post-Dispatch and Globe-Democrat, 18 in the last year.

But while "there has been some acceleration in the employment of Negroes," the board said, "their employment is still, by and large, concentrated in the lower job classifications."

Too many locals have no human-rights program, the board declared in noting the results of a human-rights questionnaire to which 27 locals—about twice as many as last year—responded.

It recommended that all locals establish human-rights committees and "encourage them to function throughout the year" and urged all locals to return the rights questionnaires.

It urged ANG and all locals to "demonstrate their commitment to the civil-rights struggle in every way possible."

The board reported that a second, revised printing of ANG's pamphlet, "Careers for Negroes on Newspapers," will be off the press this month.

IEB Votes Full Support To DiGiorgio Boycott

The International Executive Board last month voted full support to a nationwide boycott against the DiGiorgio Corp., the largest of 40 companies in the Delano, Calif., area being struck for recognition by the National Farm Workers' Association.

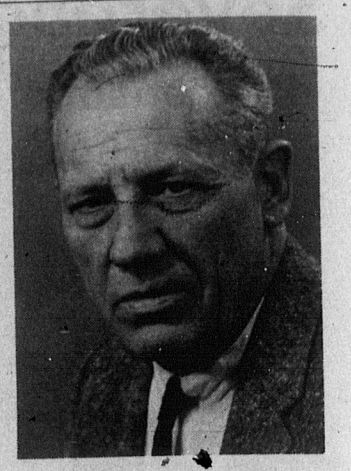
The board called on "all members and friends of the Guild" to refuse to buy DiGiorgio products and to persuade stores to take them off their shelves and restaurants and public and private institutions to stop serving them.

DiGiorgio, which markets a large portion of its products under the S&W label, has been the bellwether of Delano growers who have been resisting the farm workers' quest for bargaining recognition since last September.

The AFL-CIO executive council has endorsed the association's call for a DiGiorgio boycott and has urged all its affiliates to support it.



In addition to S&W, DiGiorgio labels are White Rose, Tree-Sweet, Indian River, Blue Flag, Jovista, Blue Parrot, Broadway, C&T Premium, Dougherty, MacGills, Hi Color, Oh Yes, General Brands, Sunnyland and Sun Vista.



ADOLPH J. RAHM

Adolph Rahm, 4-Term IEB Member, Dies

St. Louis, Mo. — Adolph J. Rahm, 58, a former ANG vice president, died of a heart attack here June 3.

Rahm, who was president of the St. Louis Guild from 1945 to 1947, served as an ANG regional vice president from 1948 to 1955. He was chairman of ANG's Heywood Broun Award Committee in 1958 and 1959.

On Rahm's retirement from the IEB, ANG's 1955 Convention adopted a resolution describing him as "the conscience of the Guild executive board." He had served as chairman of the Collective Bargaining Committee.

Rahm had worked for 23 years as city-hall reporter for the St. Louis Post-Dispatch, heading the Guild's unit at the paper in 1944.

He was known as an expert on St. Louis politics and government.

In 1953 he was a delegate to the United States Conference for UNESCO.

St. Louis Mayor Alfonso J. Cervantes, in a statement mourning Rahm's death, said his coverage and interpretation of municipal events "will be a lasting memorial to him and his profession."

IEB Sees Gain In Links With Unions Abroad

Developments during the past year demonstrate that ANG has forged "strong bonds with its sister organizations of newsmen throughout the world," the International Executive board reported last month.

The board, in its report to ANG's 1966 Convention, cited examples of Guild aid to newspapermen on three continents, including bargaining advice in Greece, training for newspapermen in South Vietnam, help in settling a strike in the Dominican Republic, and trade-union instruction in Argentina.

The bonds that have been developed "reflect more than talk," the IEB declared.

"They reflect genuine assistance offered by the Guild and accepted graciously and gratefully," the board said. "They reflect a respect for the Guild as a well-organized, experienced trade union which has taken practical steps toward reaching many of its objectives."

The board, pointing out that ANG's international-affairs program is financed outside the structure of its per-capita income, reported contributions during the past year from four foundations.

Printed in U.S.A. Second-class postage paid at Washington, D. C., and at additional mailing offices. Issued twice monthly at 1126 16th Street N.W., Washington, D. C. 20036. Subscription, $3 a year.

Hickey Withdraws From IEB Contest

San Jose, Calif.—Robert J. Hickey withdrew last weekend from a five-cornered contest for the ANG's Region 4 vice presidency, which he held for three terms before stepping down last year.

Hickey, declaring himself satisfied that there are other candidates qualified to represent the region, announced his withdrawal at a meeting of the Western District Council here June 4 and 5.

Hickey and Nicholas Abraham, first vice president of the Los Angeles Guild; Douglas W. Brodie, former president of the Stockton Guild; Hugh Harrison, president of the Seattle-Tacoma Guild, and Lynn Igoe, past secretary of the Los Angeles Guild, announced their candidacies four months ago.

Formal nominations for the seat will be made at the convention. A regional referendum will follow if more than one candidate remains.

The Western Council, which formally changed its name from the California-Nevada District Council last weekend, adopted a resolution calling on ANG to alert all locals to "the need for competent and current advice" in trial-board procedures.

The request followed a discussion of International Executive Board action directing the Los Angeles Guild to review the convictions of 16 members and setting aside the convictions of two others because of irregularities in trial and appeal procedures.

Midwest, POI Councils Get Convention Report

Chicago, Ill.—A report on matters scheduled to come before ANG's 1966 Convention July 25 through 29 was delivered by four members of the International Executive Board at a joint meeting of the Midwest and Pennsylvania-Ohio-Indiana District Councils June 4 and 5.

The joint meeting, called to discuss convention issues, heard Executive Vice President William J. Farson, Secretary-Treasurer Charles A. Perlik, Jr., and Vice Presidents Marshall W. Schiewe and Kenneth E. Rieger.

Irvin Kreisman of the Madison Guild was elected secretary of the Midwest Council, replacing George Lindberg of Gary.

The POI Council voted strike donations of $200 to the New York Guild and $50 to the Washington-Baltimore Guild.

Quorum Loss Blocks Bid To Oust Dobson

Toronto, Ont.—A move to reverse the appointment of former ANG International Vice President Jack Dobson as Toronto Guild local representative was blocked June 6 by lack of a quorum after Glen Ogilvie was elected to succeed him as local president.

Ogilvie, a member of the local executive committee and former Toronto Star Unit chairman, was elected without opposition after the meeting's start had been delayed until a quorum was established. The only other nominee, Cy Brimicombe, one of 35 Guildsmen who have been honoring printers' picket lines at the Toronto Telegram for nearly two years, withdrew in his favor.

Later, as a motion by two Oshawa Unit officers to overturn the executive committee's appointment of Dobson was presented, a number of members left the meeting. A quorum challenge then showed that the number present had shrunk to 96, four fewer than the bylaws require. The motion will be the first order of business at the next meeting, in the fall.

Oshawa Vice Chairman Allan Bailey, in presenting the motion to overturn Dobson's appointment, declared that his unit, having won its strike at Lord Thomson's Oshawa Times with the help of other unions, objected to the appointment of a man who has been crossing printers' picket lines daily in Toronto.

Dobson was defeated in his bid for a third full term as an international vice president at large last fall after widespread criticism of his stand during the printers' strike.

Bailey also complained that Oshawa Unit members had been excluded from a meeting arranged through Dobson with top officials of the Thomson chain. Management requested the meeting after the Guild had wired Lord Thomson protesting a series of poststrike harassments at the Oshawa paper.

The motion was initiated by Oshawa Unit Chairman Joseph Serge and Secretary Shirley Femia, as well as Bailey. Serge later withdrew as a sponsor of the motion, citing a "clarification" of the matter.

Dobson, on leave from his job as a Toronto Globe & Mail reporter, resigned as local president and unit secretary effective June 1. Local bylaws prevent staff members from holding elective office, and staff contracts prohibit them from involvement in local or unit politics.

The local representative position is one of two paid local staff posts. The other is held by Executive Secretary Orval R. McGuire, to whom the local representative is responsible.

Batzer Elected

Buffalo, N. Y.—Richard L. Batzer, past president of the Buffalo Guild, has been elected recording secretary and treasurer of the new Buffalo Council of Newspaper Unions.

Guild Combats 2nd Firing Of Amboy Leader

Perth Amboy, N.J.—For the second time in five months the Perth Amboy Evening News is trying to fire Richard Gilliam, a leader of the North Jersey Guild's activities in support of locked-out News printers last fall.

Gilliam, the local's secretary, was dismissed April 28 on a charge of insubordination, the same accusation on which the News tried to fire him last December.

The Guild is taking the case to arbitration after failing to win Gilliam's reinstatement in grievance proceedings. A hearing was scheduled for today.

The insubordination charge followed an argument between Gilliam and the night editor April 27. He was fired the next day without notice or severance pay.

In December, Gilliam, a reporter, was restored to his job without loss of pay following grievance action.



Madison Capital Times Photo by Carmie A. Thompson

'CITIZEN OF YEAR': The Rev. James Wright, chairman of the Madison Equal Opportunities Commission, receives a plaque from Owen D. Coyle, Madison Guild president, marking his selection as the Guild's "Citizen of the Year." At left is Wisconsin Secretary of State Robert Zimmerman. The occasion was the Guild's annual Page One Ball.

Use New Wage Gains To Spur Organizing, IEB Recommends

The International Executive Board recommended last month that Guild locals capitalize on "new and higher wage settlements" to spur organizing.

The board, in its Organizing Report to ANG's 1966 Convention, urged "well-planned and concentrated efforts on unorganized papers of similar size in the areas where Guild wage gains have been achieved."

"In spite of the impediments imposed by the merger monster," the board said, "there are indications that the substantial wage gains achieved in Guild contracts during the year have stimulated interest in the Guild among workers not now organized."

In the San Francisco-Oakland area, it noted, the local's program of bargaining San Francisco minimums for peripheral papers "has created enough interest to encourage the local and ANG to set up an exploratory contact and information campaign."

International Vice President Barney Peterson and another San Francisco member yet to be selected will take leaves of absence from their papers to work with International Representative Charles Dale and Fred D. Fletcher, local executive secretary, in the campaign, the board reported.

The board also noted prospective gains in New England, citing a Boston Guild request last month for voluntary recognition at the New Bedford and Cape Cod Standard-Times following an organizing drive on the two papers.

The board made these other recommendations:

► That "long-range emphasis be continued on the four-point organizing program laid down by previous conventions, with priority first on unorganized free riders, second on unorganized departments, third on unorganized shops in organized cities and fourth on new locals."

► That locals "give more thought to detaching local members for full-time work on organizing projects in their areas when the prospects of success seem good and that ANG continue to seek and hire qualified members of locals to assist in organizing drives."

► That "wherever possible, locals and ANG encourage and participate in co-operative organizing efforts with other unions."

"Our experience in organizing in 1965-66 demonstrates again that organizing is basically hard work," the IEB said, "and that the impetus must come from interest expressed at the local level. It is in this area that local members can make their greatest contribution."

The board said it was hopeful that at least two international representatives would be hired soon to fill existing vacancies.

The board noted continuing difficulty in recruiting and retaining IRs, terming it "understandable in view of the high standards set by ANG, the unusual skills and knowledge required, the family problems created by the necessity of frequent and prolonged absences from home, and salaries ANG can afford to pay."

"Many locals now pay executive officers and, in some cases, local representatives, more than the ANG minimums," the board pointed out.

Contractor Claim Lost By San Antonio Light

Houston, Tex. — The National Labor Relations Board last week said again what it said five years ago: District managers at the San Antonio Light are employes, not "independent contractors."

NLRB Regional Director Clifford Potter reaffirmed the board's position in ordering an early election on the San Antonio Guild's bid to represent the Light's 31 district managers.

Potter had conducted a hearing on the question in April after management renewed its claim that the employes were not employes. The board had ruled that they were not contractors in 1961, during an unsuccessful attempt to establish an independent union.

The Guild already represents drivers and business-office, editorial and maintenance employes at the Light.

Pottstown Mercury Pleads Versatility

Philadelphia, Pa. — Pottstown Mercury employes are jacks-of-all-trades, the paper's management contended in opposing a Philadelphia Guild representation petition May 31.

The Guild is seeking an election in a unit composed of 33 editorial and advertising employes. The company is asking a unit that will also include business, circulation and maintenance employes, claiming the narrower unit is inappropriate.

All the paper's employes "work in one small room, shoulder to shoulder . . . all pitching in and helping each other," said Shandy Hill, the Mercury's vice president, general manager, editor and managing editor.

The hearing was adjourned to June 14.

Richmond Papers Seek Test Of Guild Strength

Richmond, Va — Management of the Richmond Times-Dispatch and News Leader last week asked for a National Labor Relations Board election to test the Richmond Guild's majority at the two papers.

The petition was filed after the Guild sought to initiate discussions for a new contract to succeed one expiring May 31. The Guild represents 110 editorial employes at the Richmond dailies, where it has had a contract since 1946.

Board Upholds Investment Policy

A policy that will continue to allow International Defense Fund investments in local projects, but with a $200,000 ceiling, was adopted by the International Executive Board last month. The board also adopted a five-point yardstick that such investments must meet.

After extended debate, the board voted 8 to 6 to accept a majority report of a special five-man committee appointed last February to report on Defense Fund investment policies in the wake of a controversy over a $62,500 loan extended last November to help the San Francisco-Oakland Guild buy its own headquarters building.

The committee, which met May 21, consisted of Executive Vice President William J. Farson, Secretary-Treasurer Charles A. Perlik, Jr., and Vice Presidents Bernard W. Stein, Richard P. Lane and James B. Woods.

Reaffirming present practice and policy, the committee majority—Perlik, Lane and Stein—declared that present investment criteria of safety, availability and interest received on ANG investments are "basically sound."

The majority report, adopted by the board with addition of the $200,000 limitation, declared, however, that exceptions to these three criteria are "justified by a fourth, which overlies the other three—the best interests of the Guild and its members must always be served."

On this ground, the board said, "future investments of Defense Fund monies in ANG local activities and undertakings or those of other trade unions would be proper and appropriate." But it set forth these guidelines:

► The total of such investments shall not exceed $200,000.

► Each such investment must have specific IEB approval.

► Each such investment must satisfy in some measure the safety-availability - earnings tests, and when a departure from normal standards erected by other Defense Fund investments is contemplated, it must be apparent how such a departure is justified by considerations of the Guild's best interests.

► If real property is involved, the Guild local or other trade-union organization involved must occupy all or part of the premises.

► The Guild local or other organization to which funds are loaned must demonstrate its capacity to manage, supervise and control the activity or undertaking in which the investment is engaged, in addition to carrying out its basic trade-union function.

The board said investments involving unforeseen contingencies can be properly dealt with only by a full IEB meeting. The committee recommended that under such circumstances a special meeting be called if waiting until the next regular meeting would delay action unreasonably or make it moot.

The board rejected, 8 to 6, a minority report introduced by Farson and seconded by Woods, that would have struck out the entire loan-authorization section and barred the use of the Defense Fund "to support any ANG or local activity or venture except by authorized expenditure or by authorized transfer to the general account" under present ANG constitutional provisions.

Farson held that the Defense Fund is intended for use only in strikes or other emergency situations and that loans like that in San Francisco should be made from some other source, such as the General Fund.

To use the Defense Fund for "general purposes" would undermine the fund and Guild members' willingness to support its expansion, he said.

Perlik, saying that he was "shocked by the rigidity" of the substitute proposal, declared that "the philosophy of the Guild in its willingness to support measures that strengthen the Guild and the labor movement has been shown by various calls made on the Defense Fund earlier."

"The substitute not only disregards need but the ability of ANG officers to fulfill the Guild's objectives," he said, adding:

"It would be extremely unwise for the IEB to consider a policy which would forever say no to a local in situations we cannot foresee. In using the money to strengthen the Guild, we would not be using it for any other purpose than defense."

Perlik said the minority's own proposal made no reference to "defensive purposes," although this was the principal ground of its objection to the majority's investment policy, nor did it specify where the authority for "authorized" expenditures or transfers to the General Fund was to lie.

Farson replied that authorized expenditures are those authorized by convention action and that authorized transfers are those authorized by the Constitution.

President Arthur Rosenstock said that "no more than five, six or seven thousand dollars" should be invested without an IEB meeting. He urged that such decisions be made at a "face-to-face" board meeting rather than by telegraphic polls.

Vice Presidents Woods, George M. Muldowney, Noel Wical and Marshall W. Schiewe maintained that the Defense Fund should be used "for defensive purposes only." But Vice Presidents Lane, Stein, Barney Peterson and Daniel A. McLaughlin argued that the minority's interpretation of "defensive purposes" was "too rigid" and that investments that strengthen the Guild are proper.

Vice Presidents Robert D. Nordin and Kenneth E. Rieger held that the guidelines proposed in the majority report would protect the Guild against hasty or ill-considered action.

The minority report was rejected 8 to 6 on the following roll-call vote: For—Rosenstock, Farson, Woods, Wical, Muldowney and Schiewe. Against—Perlik, Robert J. Rupert, Nordin, Rieger, Peterson, Stein, Lane and McLaughlin.

Woods then proposed a series of additional qualifications to the majority report. But only one, the $200,000 ceiling on investments instead of the original proposal for a limit of 20 percent of the prevailing Defense Fund floor, was adopted, by 10 to 4.

The roll-call vote was: For—Perlik, McLaughlin, Lane, Stein, Peterson, Rieger, Nordin, Rupert, Woods and Muldowney. Against—Rosenstock, Schiewe, Wical and Farson.

Another, requiring a special meeting of the IEB whenever a proposed loan exceeds $10,000, was defeated, 8 to 5, and a substitute amendment by Rupert, which would have made the cut-off point $20,000, went down 7 to 6. Opponents pointed out that the report already required IEB approval of loans and that the amendment would require the expenditure of approximately $2,500 for a board meeting whenever such a proposal was made.

The roll-call on the Rupert amendment was: For — Perlik, McLaughlin, Lane, Nordin, Rupert and Rieger. Against—Peterson, Muldowney, Stein, Woods, Schiewe, Rosenstock and Farson.

The roll call on Woods's original amendment was: For—Muldowney, Stein, McLaughlin, Lane, and Woods. Against — Rosenstock, Farson, Perlik, Schiewe, Peterson, Rieger, Rupert and Nordin. Wical abstained on both issues.

A third amendment proposed by Woods would have required that investments be "at the prevailing local rate of interest" and that the Defense Fund must be "guaranteed against any differential in interest incurred by ANG as a result of having to borrow in case of strike emergency." It was defeated 13-1, without a roll call.

On adoption of the majority report the vote was: For—Perlik, Lane, Stein, Rieger, Peterson, McLaughlin, Nordin and Rupert. Against — Farson, Rosenstock, Schiewe, Wical, Woods and Muldowney.

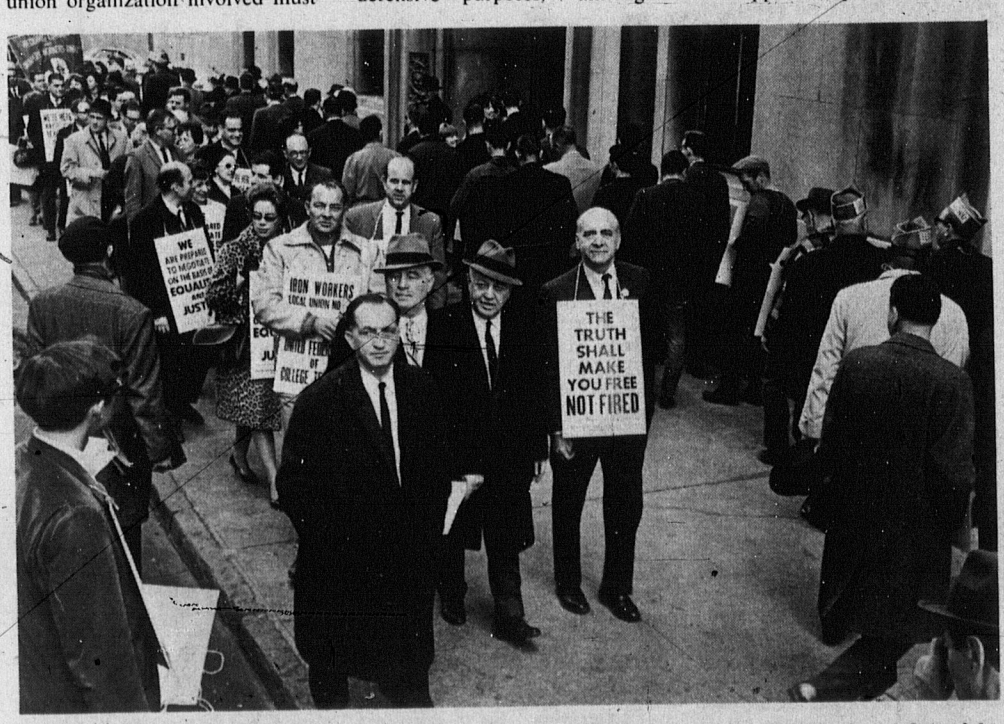
In another action growing out of the San Francisco dispute, the board adopted three changes in its rules governing mail and telegraphic polls—the procedure by which the San Francisco loan was approved.

Two of the changes, recommended by the board's Constitution Committee, require that polls may be taken only on the "approval" rather than the "recommendation" of ANG's three top officers, and that the time limit for response be eight days rather than a week in the case of mail polls and three days rather than two for telegraphic polls.

The third, also recommended by the committee, stipulates that if a special meeting is called at the request of three IEB members within five days of the deadline for replies to a poll, the poll will be voided and the matter decided at the meeting.

Another rule change, unrelated to the loan dispute, provides that "50 percent of the IEB shall constitute a quorum." It was made provisionally, pending convention approval of a constitutional provision that stipulates five members shall constitute a quorum at regular meetings and eight at special meetings.

A final rule change provides that the chairman "shall have the right [rather than "shall be required"] to vote."



SOLIDARITY LESSON: New York Guildsman Morris Iushewitz, secretary of the New York City Central Labor Council, and other New York labor leaders lead a picket line of unionists in support of the striking United Federation of College Teachers at St. John's University. At the head of the line are, left to right, AFL-CIO Regional Director Michael Mann, Harry Van Arsdale, Jr., president of the labor council, Iushewitz and Israel Kugler, president of the teachers' federation, which struck the Roman Catholic university after the firing of 31 St. John's professors.

Board Proposes Change On Ballot Notification

The International Executive Board last month recommended a change in ANG's constitutional procedure for notifying locals that their ballots have not been received in international referendums. The change would require locals to be notified on the last day of balloting rather than on the 24th day after the ballots are mailed to locals.

Other convention recommendations for constitutional changes, adopted by the IEB at its February and October meetings, include the selection of convention sites three years in advance, instead of two, and drawing of lots instead of alphabetical listing to determine ballot positions of candidates for international office.

Board Orders Local Review Of L.A. Trials

Finding that the Los Angeles Guild failed to make a transcript of trial-board proceedings available to 18 members found guilty of crossing picket lines at the Los Angeles Herald-Examiner last November, the International Executive Board last month directed the local to review the cases of 16.

The board vacated the trial board's decision in the cases of two others on the ground they were not given sufficient notice of adjourned hearings. It ordered new hearings on the charges, with adequate notice.

The board rejected the 18 members' contention that the trial board's findings should be reversed because they were denied representation by an outside attorney. The board cited a section of the ANG Constitution limiting the right of representation to "counsel who is a Guild member."

But it said the appellants' second ground for appeal, the local's failure to make available a transcript, had merit despite the fact the transcript was available for examination at the Guild office. The accused were not given official notice of that availability, the board pointed out.

The board accordingly directed the local to place a review of the trial board's findings on the agenda of a future membership meeting and to give the appellants "adequate official notice" of the transcript's availability.

The trial board's findings were vacated in the cases of Samuel Sansone and James D. Wilson on the ground that five hours' notice of an adjourned hearing date was insufficient.

The 18 were fined up to $500, one was expelled and four were suspended from membership on the charges.

In another appeal, the IEB ordered a change of venue for the trial of a Wilkes-Barre member accused of threatening another member with reprisals in a contest for the local executive board.

It directed that the charge be heard by the trial board of a nearby local, to be suggested by ANG officers, because witnesses were heard by the Wilkes-Barre executive committee, which includes members of the trial board, in advance of notice to the defendant.

ANG officers suggested the trial be held by the Scranton Guild.

Farson Letter Backs 'Open Records' Bill

ANG Executive Vice President William J. Farson last week reiterated the Guild's support for legislation that would guarantee the press's access to all federal records except those involving national security.

Farson, in a letter urging House majority and minority leaders to back the pending Freedom of Information Bill, noted that it embodies ideas set forth on several occasions by ANG conventions and the Guild's International Executive Board.

"The legislation is badly needed," he declared. "Newspapers have been criticized for not living up to their responsibilities to adequately inform the public. Government should not provide an excuse for these failures when they occur."

IEB Rejects Proposed Per-Capita Modifications As Unjustified

Two proposals that would reduce some ANG per-capita payments from locals were rejected last month by the International Executive Board.

The first would have halved the per capita on dues payments up to double the per capita. The second would have permitted locals to deduct the cost of ANG's group-insurance program before calculating per capitas of members whose total dues are equal to or less than the regular per capita.

Recommending a 1966-67 budget of $579,904, up $17,253, the IEB projected income of $569,937, resulting in a deficit of $9,967. Offsetting the deficit, it noted, is an existing General Fund surplus of more than $22,082.

The board, after a study directed by the 1965 Convention, recommended that there be no change in the present constitutional provision limiting per capitas to 50 percent of dues payments that are equal to or less than the regular per-capita rate.

While the present per capita is limited to half the dues payment for members whose dues payments range up to $2.44½—the regular per capita—the proposed change would require that per capitas be half the dues of members whose payments range up to $4.89, the board pointed out.

"Such a change would mean a loss of annual revenue to ANG of approximately $30,000," the board said in its Finance Report to this year's convention, adding: "ANG cannot do without such an amount and come close to meeting its obligations to serve the locals and the members."

Aside from its cost, the board said, such a change would not redress any inequity that might exist in the present system.

"If the per-capita rate to ANG is to become 50 percent of some dues payments," it said, "logic mandates that it become 50 percent of all dues payments."

The proposal that locals be allowed to deduct insurance premiums from dues before calculating per capitas was urged at the IEB meeting by Philadelphia Guild President Michael Casino and David S. Schick, local administrative officer.

They argued that locals are now, in effect, compelled to pay per capitas on insurance premiums in addition to dues.

The Philadelphia Guild, Schick said, pays $51 a month more in per capitas than it would have to without the insurance premiums. Under the present method of computing per capitas, he declared, locals that join the ANG insurance plan are penalized and other locals are discouraged from joining.

In rejecting the proposal, the IEB cited two objections:

► It would conflict with state laws, many of which, the board said, bar unions from collecting insurance premiums from members "in any fashion as to suggest that a member pays anything but a single, indivisible dues payment."

► It would mean that locals that do not participate in the insurance program would be subsidizing those that do.

Citing a hypothetical case of a member whose dues payment is $2.30 and the resulting per capita $1.15, the board noted that deduction of the insurance premium—79 cents in the U.S. or 68 cents in Canada—would result in a per capita of 75½ or 81 cents for an insured member, compared with $1.15 for an uninsured member.

Budget increases for 1966-67, the board said, occur primarily as a result of the need for new headquarters office machinery, for a start on a general overhaul of field-staff salaries and for an additional headquarters clerical employe to process new Collective Bargaining Department materials.

Rebuilt equipment to permit production of Guild Reporter mailing labels as well as per-capita records will cost about $20,000, the board said, and should be amortized at $4,000 a year over the next five years.

A total of $15,000 is budgeted for increased salaries and fringe benefits for ANG staff members over the course of the year, the bulk of it earmarked for field-staff salaries to be negotiated with the Federation of Guild Representatives.

Difficulties in recruiting a full complement of international representatives over the years culminated this spring in the reduction of the IR staff to 6 from its authorized strength of 11, the board said.

"This depletion," the board said, "resulted largely because ANG salaries were inadequate to offset the disruption of normal and stable home life that accompanies ANG field employment."

Partially offsetting the increase is a reduction in the field staff's authorized strength from 11 to 10.

Last year's General Fund operations produced a deficit of $2,798.05—$2,000 less than the deficit budgeted by the 1965 Convention. The fiscal year opened with a surplus of $24,082.70, which was reduced to $22,082.70.

The General Fund was held "within sight" of its costs, the board said, by Defense Fund repayment of salaries and expenses of staff assigned to emergencies —a policy the board voted to continue — and by local repayments for servicing costs, which together totaled more than $40,000.

The International Defense Fund topped a million dollars for the first time last year, the board reported, reaching $1,174,841.35 last July. But before the year's end the fund had spent almost that sum on strike and lockout payments in Puerto Rico, Boston, Oshawa, North Jersey, Los Angeles, New York and Toronto.

Aside from 1962-63, when New York and Cleveland strikes cost 1½ million dollars, it was the largest one-year Defense Fund expenditure in history.

Guild membership reached 31,729 in September last year, 20 short of its all-time record high of December 1960. At the start of fiscal 1965-66 it was 31,435 and near its close April 1 it was 31,544, "an extraordinary development," the board said, "in the light of all the mergers and suspensions" during the period.

In other action the board:

► Asked the Detroit Guild for further information about its income and expenses in connection with the local's appeal against a board directive to return a $4,929 balance from contributions by other locals during the 1964 Detroit Pressmen's strike.

► Approved a new contract with the Office and Professional Employes Union providing wage increases of $4 across the board in each of two years for ANG clerical employes and the upgrading of three employes to secretary, with additional increases of $5.

► Approved renewal with the Canada Life Assurance Co. of the ANG $1,000 Group Life Insurance Program at annual premiums of 79 cents for U.S. members and 68 cents for Canadians.

► Approved contributions of $50 each to the National Council of Senior Citizens and the Estes Kefauver Memorial Foundation and $25 to the National Consumers League.

► Approved a fiscal 1966-67 first-quarter budget of $158,493.67.

► Recommended that the 1966 Convention amend the ANG assessment schedule to relieve inequities in the middle brackets (GR, May 27).

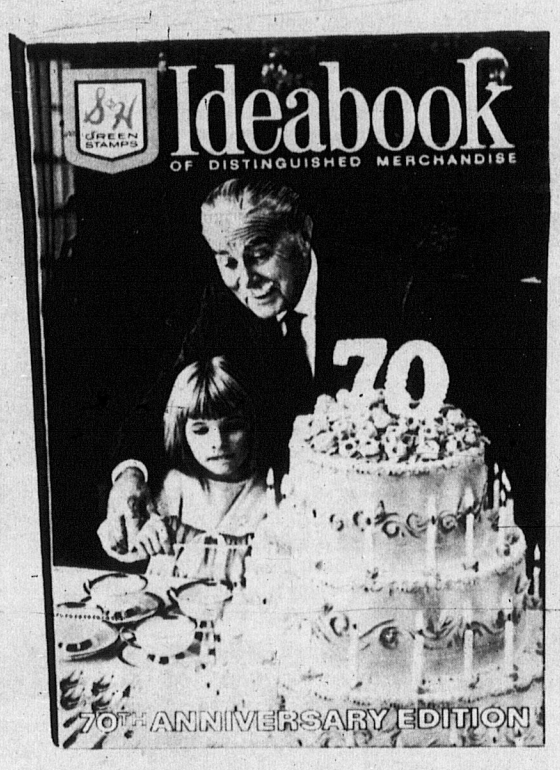
Mellett Fund Gets $10,000

The International Executive Board last month voted to grant $10,000 from ANG's Lowell Mellett bequest to the Mellett Fund for a Free and Responsible Press.

The money will be used to help finance programs approved by the nine-man Mellett Fund board of directors, which will hold its first meeting June 11 in Washington.

The board will seek to augment the $10,000 with contributions from other sources.

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Severance Agreement Spurs New York Bargaining

(Continued from Page 1)

of $12 previously negotiated by the Guild at three other New York dailies, in addition to one week's severance pay for each six months of service, up to four weeks' notice pay and accrued vacation pay.

However, management stipulated that the number of resignations be limited to the number of employes scheduled for dismissal in each job classification and excluded 30 employes in editorial and advertising on the grounds their services are too valuable to permit them to resign.

This Guild, however, said it would ask that six of the excluded 30 who asked to resign be permitted to do so.

Mediator David L. Cole described the severance agreement, reached on May 27, as "a major breakthrough" and said negotiations were "on the home stretch." "There's a fairly long straightaway, though," he added.

Pitfalls soon appeared on the straightaway as bargaining on jurisdiction and exemptions from coverage, at one point reportedly near agreement, froze suddenly with a company retreat to its earlier demand for full freedom to exempt all the employes it chooses.

The Guild said management was seeking to exempt numerous employes doing Guild work, including clerk-typists, secretaries and managerial assistants. Charging an attempt to protect "managerial favorites" by creating new exempt titles, it cited the proposed dismissal of 60 Guild employes in circulation as against only a single exempt employe.

Negotiations were disrupted May 31 when a collect telegram bearing the signatures of Tribune columnist Jimmy Breslin, syndicated cartoonist Walt Kelly and five others arrived in newspaper offices with an announcement of plans to try to split the Guild by organizing a union for editorial employes only.

The telegram, claiming that editorial employes are dissatisfied with the Guild, said its signers looked to the day when "editorial people withdraw from the Guild and enter an organization which will step out and get a reporter some real money instead of shutting down papers over the rights of two typists in accounting."

Guild Executive Vice President Thomas J. Murphy questioned company negotiators sharply on whether management had inspired or condoned the move. They denied it, and Meyer later issued a statement announcing the company's intention of continuing to deal with the Guild "as the historically and legally certified representative of all employes under Guild jurisdiction."

The proposal for a new union "didn't do these negotiations any good," he declared, adding:

"If there is one thing I do not want, it is more unions to deal with. We have enough [10] to deal with as it is."

The next day, at a press conference in a midtown steak house, the signers announced they were shelving their plans until negotiations to settle the strike were completed.

A statement signed by 75 Times editorial employes scored the secession move as "harmful to all employes," the industry and the public, declaring that the industry "needs greater labor unity, not less." And Murphy said the move had no support among Guild members.

The secessionists, he said, "fail to recognize that no single craft, profession or endeavor, not even the publisher, alone makes any enterprise successful and profitable; the combination of all, each operating in his own sphere but cooperating with all the others, spells success."

IEB Scores N.Y. Publishers

The International Executive Board, at its May 23-27 meeting, applauded "the courageous action" of the New York Guild and its sister unions in resisting the New York World Journal Tribune's attempt to merge "with callous disregard for the unions of employes who have made these newspapers great."

Pledging ANG's "fullest continued support" to the strike, the IEB declared:

"The publishers, in dictating the terms and conditions of employment on the merged publications, have displayed heartless greed and a complete disregard for their employes' dedicated years of service and the normal characteristics of employer-employe relationships."

Management settled with the Photoengravers on terms similar to those negotiated with the other five craft unions, granting five extra weeks of severance pay and reimbursing the union's pension and welfare funds for depletion resulting from a loss of 42 of 90 employes.

Negotiations with the Pressmen were deadlocked over the number of hours to be worked on Saturday shifts and the union's demand for uniform starting times for all shifts.

Cole said neither the publisher nor the union appeared inclined to retreat on the issue. Meyer indicated he hoped Pressmen's President Anthony J. DeAndrade would help resolve the dispute, but DeAndrade said the local had not asked him to step in.

Bargaining was also continuing with the Newspaper and Mail Deliverers and the ITU Mailers. The Mailers are seeking to retain all regular positions held on the three papers under terms of a job-security clause negotiated last fall; the company wants to cut the total from 189 to 130.

Meyer, in his E&P interview, said that the merged papers are "going to make money." Stating that "it will not take too long to achieve a solid financial footing," he reported that advertisers have expressed "real interest at the prospect of buying our three papers" under a combined advertising rate.

The Guild announced June 7 that approximately 215 employes of the merged papers have obtained other jobs. The Guild's placement service listed 941 openings, but only 194 of them were writing positions, half of them outside the city.

Strikers began receiving a $5 increase in benefits last week under an ANG schedule that augments payments beginning with the fifth week of a shutdown. Combined ANG and local benefits now range from $45 to $95 a week.

The Guild is appealing the position taken by state unemployment-insurance offices that even employes the merged papers have said will be dismissed are not entitled to jobless benefits.

The Guild received $150 from a benefit performance of "The Pocket Watch" in the off-Broadway Mermaid Theatre May 26.

'It Seemed Like A Good Idea'

(Continued from Page 1)

► Three sports writers and a rewrite man, all of the Herald Tribune and Journal-American.

The new movement, the telegrams said, would begin the next morning at 11 o'clock at Gallagher's Steak House on West 52nd Street.

But overnight it was repudiated by management ("If there is one thing I do not want," said World Journal Tribune Publisher Matt Meyer, "it is more unions to deal with."), accused by the mediator of putting "a damper" on negotiations, challenged by the Guild and rejected by other editorial workers, 75 of whom signed a counter-statement of their own.

The morning after, at Gallagher's, was more like an end than a beginning.

Of the seven newspapermen whose names were signed to the telegrams, the New York Times reported, only four appeared to meet the press. Kelly read a formal statement explaining that they had decided to postpone their movement until after the strike, but by now no one was taking the proceedings very seriously, not even Editor & Publisher.

The steak-house meeting, it reported, was "hilarious."

(The Times, with characteristic restraint, described it as "alternately serious and facetious.")

Kelly drank milk, Breslin joked, and both of them performed for the television cameras.

They had no union and they had no members, Kelly said, but they had an idea and an office — that of Breslin and Schaap's literary agent.

Their idea, Tribune racing writer Peter Axthelm explained, grew out of "a meeting of minds" at Aqueduct Race Track.

But, Kelly said, the telegram, which claimed that 75 percent of the city's newsmen supported the idea, resulted from Breslin's "impetuous whimsy." Breslin, asked how he got the figure, replied:

"Abacus."

It appeared, as E&P concluded, that Breslin had written the telegram himself — which, Schaap said, should be evident to any student of the English language— and "out it had gone."

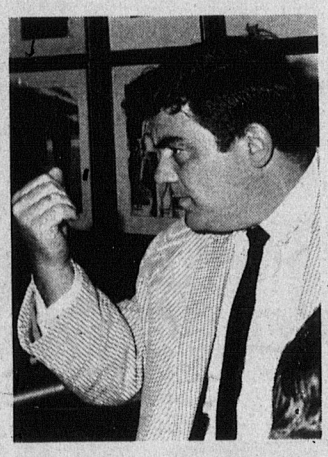
And Schaap conceded that the group—all Guild members except Kelly—was not entirely in agreement in any event and that some of them, in fact, supported the principle of seniority in selecting the merged papers' staff, for which the Guild is striking.

The meeting, which was delayed by a false bomb scare and the resultant arrival of a corps of policemen, ended with the appearance of four models from a nearby fashion show.

"These are some of the young Guild typists we're worried about," said Schaap, and, E&P reported, the meeting adjourned to the bar for "more serious business."



WALT KELLY
'No Union, No Members'



JIMMY BRESLIN
His Abacus Told Him

Rivalry Grows In Tennessee Publishing Split

Chattanooga, Tenn. — The morning Chattanooga Times, which three weeks ago announced its reluctant agreement to end a 24-year joint-production arrangement with the evening News-Free Press, plans to resume competition at its fullest.

The Times has announced it will begin publication of an afternoon paper after its divorce from the News-Free Press becomes final, probably in August. The News-Free Press had announced it would resume publication of a Sunday paper.

The Times suspended its afternoon edition and the News-Free Press folded its Sunday paper when the joint-production agency, pooling all departments but editorial, was established in 1942.

Times Publisher Ruth Sulzberger Golden said the new five-day paper will be published to take advantage of combined morning-evening advertising rates. It is aiming at an initial circulation of 20,000, compared to the News-Free Press's 60,000.

The Chattanooga Guild has a unit at the Times but not at the Free Press.

Arbiter Lets Youngstown Daily Dock Vacations For '64 Strike

Youngstown, Ohio — An arbitrator has allowed the Youngstown Vindicator, to dock Guild members' vacations for the eight months during which they struck the paper in 1964 and 1965—an issue left unresolved in the strike settlement.

The arbiter, Russell A. Smith, held the company was entitled to reduce 1964 and 1965 vacations on a pro-rata basis on the ground that the Guild contracts' service-time requirements for vacations do not cover periods in which the employe is not on the job.

The company insisted on reducing vacation benefits despite a "no-reprisal" agreement made at the end of the strike. It was agreed at that time that the question of vacation credit would be left to arbitration if it could not be subsequently resolved.

The company, in its arbitration case, contended that Guild editorial employes violated their contract by respecting picket lines of Guild circulation employes striking for a new contract, but the arbitrator said this claim was without merit.

In finding for the company on the principal issue, nevertheless, he cited a contract clause stipulating that periods covered by leaves of absence shall not be credited toward vacations.

Arbitrators ruled similarly in like cases involving the Stereotypers' and ITU Mailers' unions.

Strike Is Voted In Youngstown

Youngstown, Ohio — The Youngstown Guild, whose 238-day strike against the Youngstown Vindicator in 1964-65 was the longest shutdown in North American newspaper history, is preparing for a possible repeat performance.

Vindicator editorial, circulation and classified-advertising employes authorized strike action by a 44-to-4 vote late last month. Wages, a Guild shop, jurisdiction and job bidding for circulation employes are the principal issues.

Ex-Eagle Chairman Dies in N.Y. Strike

New York City—Joseph Elgort, a former chairman of the New York Guild's old Brooklyn Eagle Unit, died May 22 in the midst of his present unit's strike against the World Journal Tribune.

Elgort, a charter member of the Guild, headed the Brooklyn unit during World War II. He was a circulation branch manager for the World-Telegram & Sun before the present merger strike.

Brown Re-elected As ITU President

Colorado Springs, Colo. — Elmer Brown has won re-election by a wide margin as president of the International Typographical Union, it was announced last week.

The official count gave Brown 46,994 votes to 34,758 for his opponent, Fred Hunt, Jr., of Chicago. Brown's 12,000-vote margin was far greater than in 1964, when Hunt lost out by only 2,800 votes.

BNA Boycott Snowballs; Guild Files 3 New Charges

(Continued from Page 1)

ing them to the American Arbitration Association.

The council also urged all unions and their members to complain to U.S. officials and agencies that they are taking sides in a labor dispute by not canceling BNA services.

The Government Employes Council, including all unions with members working for the government, endorsed all these actions June 7 and agreed to strive for government cancellations.

The Guild is investigating the availability of production facilities that would enable it to launch a daily labor report to replace the BNA report most widely used by unions.

The National Labor Relations Board is studying a total of six unfair-labor-practice charges filed by the Guild—three pending since the start of the strike—and a decertification petition filed by Stanley E. Degler, an assistant managing editor, who claimed the signatures of 109 BNA employes.

BNA employes crossing the picket line have been supplemented by strikebreakers hired from among local university students and government employes moonlighting from their jobs in Pentagon, Coast Guard, Post Office, Navy, Interior Department and House of Representatives offices.

The Guild has protested to John W. Macy, Jr., chairman of the Civil Service Commission, against BNA's use of federal employes as strikebreakers.



Washington-Baltimore Guild Photo By Brian Flores

DIFFERENCE OF OPINION: Nicholas M. Rongione, an international vice president of the Insurance Workers Union, argues with a police captain over picketing regulations at the struck Bureau of National Affairs. The appearance of the union's 25-man executive board on the Guild picket line brought a BNA call to police, who came in force.

In addition to accusing the company of refusing to bargain pending the outcome of the decertification, the local last week charged that BNA has refused to provide information needed to assess its claim that to grant a Guild shop would affront its management customers and result in a loss of subscriptions.

The Guild request included a breakdown of government, labor and management subscriptions and copies of any letters threatening cancellation if a Guild shop were granted.

In a third new count, the Guild charged that supervisors had ordered Guild pickets to return to work or face dismissal.

The earlier charges involved refusal to bargain, coercion of employes and unilateral imposition of new working conditions.

Maggiolo's union-security formula, patterned on a 1965 settlement between the Boeing Airplane Co. and the Machinists' union, would have provided for maintenance of membership — already offered by BNA—and a system under which present nonmembers and future employes would be able to reject Guild membership if they did so in writing within a specified period of time.

The Guild rejected it, declaring that the formula is "inapplicable to its problems at BNA."

Harris Monroe, the Guild's administrative officer, protested to William E. Simkin, director of the mediation service, against what he described as Maggiolo's threat to present the plan as a public recommendation to settle the strike, terming the step unprecedented under the circumstances.

The Guild also fired off telegrams to the White House, congressional leaders and NLRB officials demanding an explanation of why government agencies are continuing to subscribe to BNA publications.

BNA was forced to withdraw as a cosponsor of a seminar addressed by Sen. Philip A. Hart, Michigan Democrat, June 3 after the senator indicated he would not cross a picket line announced by the Guild.

Guild pickets were on hand at the seminar a day earlier, when Dr. James L. Goddard, commissioner of the Food and Drug Administration, addressed a luncheon session.

ANG benefits to BNA strikers will go up by $5 next week—the fifth week of the strike. Contributions by other Guild locals made it possible to increase benefits by $10 May 27.

The Guild has reported receiving a total of $2,925, including:

Southern District Council	$200
Memphis Guild	50
San Francisco-Oakland Guild	150
Youngstown Guild	25
Wire Service Guild	50
Cleveland Guild	50
Philadelphia Guild	50
Pawtucket Guild	50
Lake Superior Guild	35
St. Louis Guild	100
Portland (Me.) Guild	25
North Jersey Guild	100
Boston Guild	75
Vancouver-New Westminster Guild	50
Kenosha Guild	25
Toledo Guild	50
Twin Cities Guild	50
Buffalo Guild	25

Raise Wage Goal To $292, IEB Recommends To Convention

(Continued from Page 1)

since 1947, the board said, with increases averaging $11.87 at the top reporter level in 52 two-year settlements. The gain was 73 cents greater than the comparable figure for 1964-65, it pointed out.

But, it added, "measured against rising profits, against rising living costs and against the increase in the nation's productivity, ANG locals' wage gains . . . show that while Guild members, by and large, have done better at the bargaining table, they have not done well enough."

In addition to recommending the higher wage goals and increased pressure for larger wage increases "in view of general prosperity and our industry's ability to afford decent pay levels," the board recommended:

► Increased efforts "to abolish wage discrimination against women." (The board pointed out that with the elimination of pay differentials in five contracts during the past year, they remain in only "a dwindling minority.")

► Increased efforts "for notice of the introduction of automation and new methods, protection against dismissals resulting from automation and new methods, and job retraining at employer expense."

► Increased efforts "to assure job security of our members through adequate jurisdiction clauses."

► Increased emphasis on "efforts to build interunion co-operation" at both the local and international levels.

► Increased efforts "to bring to our members the benefits of shorter hours, more holidays, longer vacations" and "better pension plans."

► That locals negotiating pension coverage for the first time or seeking to replace unilateral employer plans with negotiated plans seek to negotiate participation in ANG's Commingled Pension Fund "for greater investment return and lower administrative costs."

The board noted that "one of the most significant advances in Guild bargaining" last year was in the area of pensions. The number of retirement plans increased by 17 to a new high of 177, it declared in its report.

The board recommended two minor changes in the Guild's Collective Bargaining Program. One would extend the requirement for wage minimums that will not injure other locals to cover other bargaining units of the same local.

The second would change a requirement for protection against dismissals "as a result of the contract" to dismissals "to offset the costs of the contract."

IEB Declines To Limit Contracts Committee

The International Executive Board last month declined to support a St. Louis Guild proposal to place limitations on the IEB Contracts Committee's authority to refuse locals permission to submit contracts to ratification and to sign them.

The proposal, advanced by St. Louis Executive Secretary Rollin Everett in a letter and a personal appearance before the board, urged the IEB to affirm, and recommend to the 1966 Convention, that permission to sign be governed by the over-all contract settlement and not denied because of retrogressions in the contract as such.

The St. Louis proposal followed a dispute between St. Louis and the Contracts Committee over the committee's action in initially withholding permission to submit the recent St. Louis Globe-Democrat contract because of what it judged were weakenings in sick-leave and pension clauses. The committee subsequently gave the local permission to submit and sign the contract.

The proposal, together with a St. Louis request that the IEB reverse the Contracts Committee on the Globe-Democrat pension and sick-leave clauses, was referred to the board's Collective Bargaining Committee.

The bargaining committee chairman, International Vice President James B. Woods of St. Louis, subsequently reported to the board that the committee had considered the St. Louis proposal on Contracts Committee policy at length but that "there was no majority disposition in the committee" to make the proposed changes.

The bargaining committee also upheld the Contracts Committee's disapproval of the two Globe-Democrat clauses and of the contract settlement. Woods indicated that he opposed the committee majority's position but said he did not propose to carry the dispute further, and the board approved the Contracts Committee's actions on all contracts without dissent.

Bargaining Aid Seen Top Priority For ANG Research Department

The International Executive Board recommended last month that ANG's Research and Information Department give top priority during the coming year to helping Guild locals "maximize their bargaining gains in every way possible."

Noting that Guild locals achieved "their largest wage increases in recent years" in the last round of bargaining, the board declared that "the economic climate offers the opportunity for even more dramatic breakthroughs in the forthcoming round."

Accordingly, the IEB said in its Research and Information Report to ANG's 1966 Convention, the R&I Department should concentrate on co-operating with the Collective Bargaining Department in preparing and disseminating bargaining materials.

The board urged that locals "make the widest possible use" of these materials, including reproducing and distributing them to their members.

"No local is so small that it can afford to ignore this responsibility," the IEB said, "for the Guild's bargaining strength, in even the smallest locals, varies in direct proportion to the awareness and commitment of its rank-and-file members."

The board also recommended that the department once again devote its annual regional training institutes to collective bargaining, urging district councils to co-operate with the program by scheduling the institutes in advance of key contract negotiations in each area.

And it recommended that publication of a new, enlarged Guild brochure, delayed by a staff shortage, be further deferred to allow the department to "devote maximum manpower to working with the Collective Bargaining Department to help Guild locals achieve better contracts."

Noting a 1965 Convention recommendation that it consider printing unpublished convention proceedings for the years prior to 1940, the board reported that the convention records are incomplete and recommended, instead, that they be microfilmed for safekeeping and reference.

The board, acting at the suggestion of the San Francisco-Oakland Guild, went on record against the use of "canned" editorials and news copy. A resolution on the subject will be submitted to the convention.

Turning to the Guild Reporter, the board noted that prospective advertising revenue for the 1966-67 fiscal year is down to $2,300, barely enough to cover the cost of "the four 12-page issues that advertising has made necessary to recapture lost space."

This prospect, the board said, in reinforcing its February recommendation that commercial advertising be eliminated from the GR, makes it "not only economically feasible but economically advisable to act on a long-felt need to dissociate the Guild's official publication from commercial advertising."

Elimination of the four 12-page issues needed to compensate for ads will make it possible to absorb increased printing costs without increasing the GR budget, the board said.

The IEB also recommended that locals help speed delivery of the GR by prompt notification of new and changed addresses, including zip codes; that locals appoint regular GR correspondents and that the GR continue to give them guidance on stories and pictures, and that the GR cover convention proceedings in summary form rather than publish full texts.

Editorial

A Modest Proposal

The Guild's wage goals, raised to $270 for key classifications and $135 for all other adult classifications by last year's convention, will be raised again if the 1966 Convention follows the recommendations of ANG's International Executive Board.

The IEB has proposed that the goals be raised to $292 and $146 respectively and, despite first appearances, it is indeed a modest proposal.

For if the Guild's wage goals are riding a perpetually mounting escalator, they are only engaged in an ascent paralleling those of national productivity and the cost of living.

Actually, the Guild has not raised its sights since the postwar goals of $100 and $150 were set in 1946. The proposed $292 and $146 goals are the 1966 equivalents of the figures fixed 20 years ago, with the necessary allowances for inflation and higher productivity, those cornerstones of the federal government's wage guidelines.

It is easy, of course, to keep wage goals abreast of these ever-rising indices. All it requires is a convention vote.

Keeping actual wages within hailing distance of them is quite another matter, as a brief glance at some statistics will show.

In 1947, a year after the initial goals were adopted, the average reporter top minimum in Guild newspaper contracts was $75. Today it is $152.

That's a gain of more than 100 percent. The only trouble is that productivity and the cost of living have increased by 192 percent.

To keep pace with that increase, the average reporter top minimum would have to be more than $218. This figure is not only $66 higher than the current average; it is $8 higher than the highest key top minimum in any Guild contract—and that minimum doesn't take effect for another two years.

During the past year, the average top minimum increased by $5.18, the largest gain in 13 years. But during the first year following adoption of the $100 goal, it rose by $12.10.

Much of this figure, to be sure, represented increases deferred during the war because of wage and price controls. But in the year following that, the increase averaged $6.86, and in the year after that, $6.21.

Increases in the first five years after the 1946 goals were adopted averaged $6.17. Settlements today would have to average $11.85 to match that pace, with the necessary adjustments for prices and productivity.

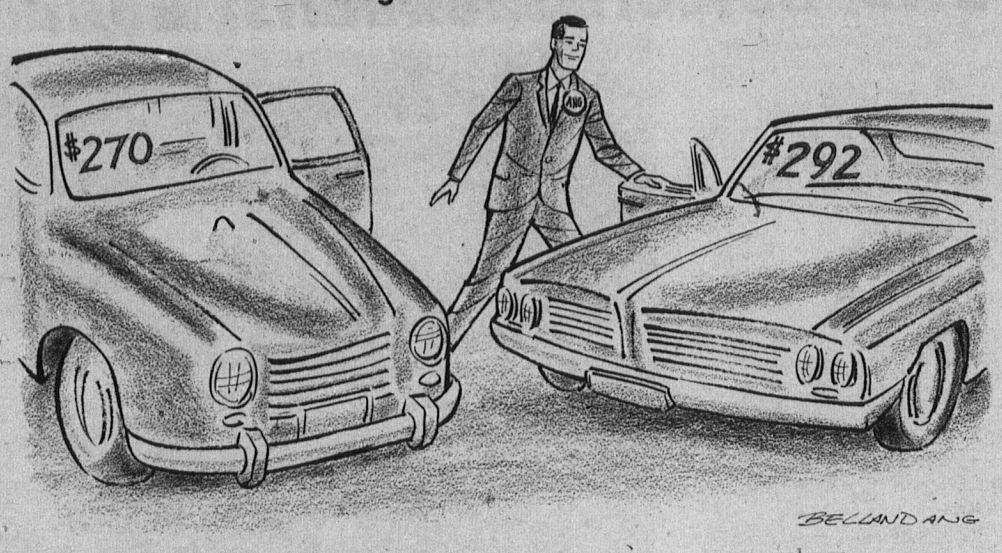
All these figures add up to a single conclusion: Guild wage demands geared to $292 and $146 goals, far from being extravagant, represent only a continuation of the Guild's effort to bring newspaper employes to a relative salary level considered appropriate two decades ago.

One hundred dollars a week was as much a dream to Guild members in 1946 as $292 might be today, the IEB noted.

"But the dream became a reality," it added, "because Guild members 20 years ago dared to ask for $100 a week. In the computer age of the second half of the 1960s, dare we ask for a minimum close to $300 a week?"

The IEB's answer was an emphatic yes. It could well have added: "Dare we ask for less?"

Wage Goal: New Model



The Guild Reporter

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and
Director of Research & Information
DAVID J. EISEN, Associate Editor

Published by the American Newspaper Guild (AFL-CIO, CLC), the second and fourth Fridays of each month. $3 per year. Single copies 15c.

Guild Reporter deadline at ANG headquarters: News, the Monday preceding publication; advertising, features and letters, Friday preceding publication. Letters limited to 200 words by ANG convention action.

Vol. XXXIII, No. 12 **June 10, 1966**

American Newspaper Guild

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AMONG OURSELVES

Sam McKeel, former treasurer of the Greensboro Guild, has been elected a vice president of the Knight Newspapers' Akron Beacon - Journal, where he has been serving as general manager.



McKeel

And Cowles Communications Inc. has named former New York Guild member **William Attwood,** U.S. ambassador to Kenya, as editor-in-chief, replacing Gardner Cowles. Attwood is a former European editor of Look magazine.

●

Denver Guildsman **George L. Brown, Jr.,** the only Negro member of the Colorado State Senate, has rejected proposals that he run for governor or lieutenant governor. Brown, on leave from his reporter's position on the Denver Post, cited finances and attachment to his post as assistant executive director of the Denver Housing Authority.

●

Irving Cohen, New York Times circulation Guildsman who ekes out his salary writing gag lines for syndicated cartoons and comic strips, has been cited as an "unsung genius" in his field in cartoonist Syd Hoff's new book, "Learning to Cartoon."

●

Three of four winners in the Cleveland Press Club's annual awards contest are members of the Cleveland Guild's executive board. They are **Betty Klaric** of the Press, first vice president, who won for a series on urban renewal; **Antony Mazzolini** of the Press, cited for a series exposing irregularities in Teamsters' union elections, and **Doris O'Donnell** of the Plain Dealer, honored for articles written in the course of a murder investigation.

●

Guildsman **Cleve Mathews,** assistant to the foreign-news editor of the New York Times, has been elected the first president of the Michigan Journalism Fellows Association, organized by a number of alumni of Michigan University's graduate journalism-internship program.

Brave New Gadget

Machine Supplants Make-up Editor

Page-one make-up is the newest task to succumb to the Age of Automation.

Perry Publications Inc., is testing a computer-equipped photocomposition machine, used up to now only for ads, to make up the front page of the Palm Beach (Fla.) News. The machine projects headlines and stories onto their proper spots on the page.

The computer is programmed with a number of basic page layouts, each assigned a code number. The editor draws up a dummy in accordance with one of the layouts, has copy written to fit the available space and writes the heads.

Typed copy is fed into an optical reader that converts it to magnetic tape, which is converted by computer into paper tape to activate an ordinary photocomposition machine. The machine produces a film of the body type, which in turn is fed into the computer-equipped make-up machine.

In accordance with instructions from the coded dummy, the machine projects each story in its proper spot on a page-size photographic sheet. The bed on which the sheet is placed moves after each exposure until the entire page is projected, accurate to within a thousandth of an inch.

An advantage of the machine, Perry told Editor & Publisher, is that "there is a minimum handling of copy, thus reducing the chance of human error."

Meanwhile, United Press International has begun serving its clients with a computer-produced indicator reflecting the average daily price change of 1,628 stocks traded on the New York Stock Exchange.

The computer records transactions as they are reported and can produce the net price change in percentages at any given moment.

GUILD BRIEFS

New Westminster, B.C.—David Moyer, chairman of the Vancouver-New Westminster Guild's New Westminster Unit, has been awarded the local's Percy Zimmerman Memorial Award for outstanding contribution to the Guild.

Moyer, an advertising salesman with the New Westminster Columbian, is only the third winner in the award's six-year history. Previous recipients were Robert D. Nordin, now an ANG international vice president, and Martha McWilliams.

Pittsburgh, Pa.—The first Pittsburgh Guild member to retire under the Guild's improved pension plan at the Pittsburgh Post-Gazette is reaping the plan's benefits less than two months after its implementation.

Brevard Stephenson, a 33-year Post - Gazette employe, retired May 26 under an arrangement that calls for monthly pension payments of $94.50, more than double the old plan's maximum payment of $39. The new plan went into effect April 1.

Instant Type

Cleveland, Ohio — An electronic system than can compose the type for a full-size newspaper page in two minutes was unveiled here this week at an American Newspaper Publishers Association production meeting.

The RCA system, know as Videocomp, combines a computer and a television tube to do the work of 100 manual linecasters. Instructed by punched paper tape, it flashes lines of type across a cathode-ray tube, which projects them, a line at a time, onto sensitized paper or film.

The system can project any type face — including Chinese ideographs—in thousandths of a second, can italicize and overwrite foreign - language accent marks, and is even able to expand or compress type to fill out or squeeze in lines.