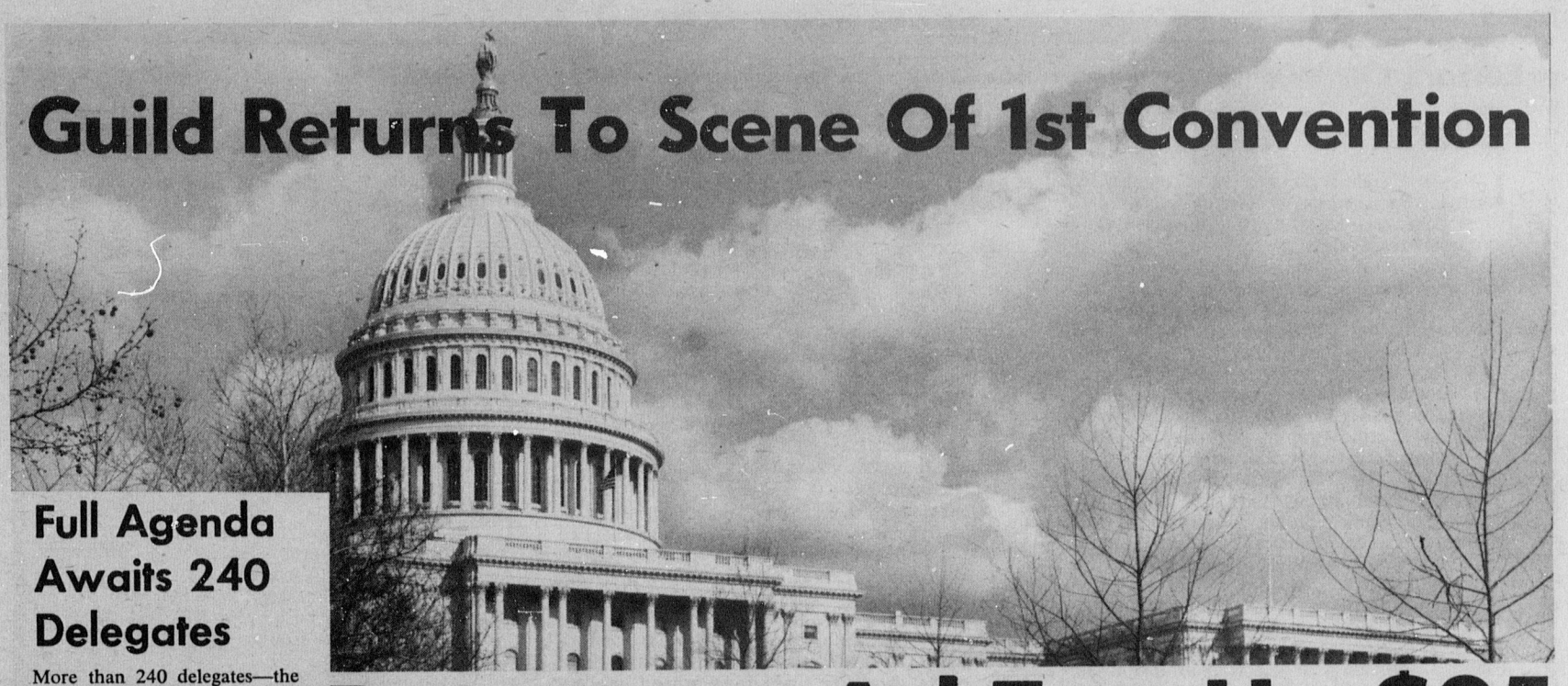
Guild Returns To Scene Of 1st Convention



Full Agenda Awaits 240 Delegates

More than 240 delegates—the largest number in six years—are expected to attend the Guild's 33rd Annual Convention next week in Washington, scene of ANG's founding convention in 1933.

By late this week, credentials had already been received for 240 delegates from 66 locals in the United States and Canada, and, unless continuation of the air-line strike prevents some of them from attending, this year's convention will be the largest since the 1960

Only 37 Attended Guild's First Washington Gathering . . . Page 6

gathering in Chicago. The Chicago Convention was attended by 243 delegates from 69 locals.

Awaiting the delegates' action is the annual report of the International Executive Board calling upon the convention to adopt a program giving priority to an intensified drive to raise the wages of Guild members to a level commensurate with their skills and their fair share of the industry's increasing earnings.

With convention nominations nearing, a second candidate has withdrawn from the race for the West Coast regional vice presidency, which has been vacant since the resignation of James P. Bennett of Los Angeles from the IEB last winter.

Douglas W. Brodie, former president of the Stockton Guild, announced he was withdrawing because he is leaving the industry to accept a public-relations job with an East Coast airplane manufacturer next month.

"I greatly regret having to leave Guild activities and having to leave the IEB race," Brodie said. "The Guild has been one of my main interests since I began working in the newspaper field in 1950, and, even though I will be leaving the industry, my interest shall always remain with the Guild."

(Continued on Page 6)

Delegates To Get Hiking Orders

Delegates to this year's ANG Convention will have a chance to demonstrate their principles on a Guild picket line.

The Washington - Baltimore Guild, playing host to the convention, will call on all delegates to put in duty on its Bureau of National Affairs picket line during convention week, the 12th week of the strike.

Delegates also will be asked to help distribute 10,000 lapel badges publicizing the Guild's BNA boycott among unionists in their home towns.

Reporter, Ad Top Up $25 In Hawaii; Strike Averted

THE GUILD REPORTER

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

Vol XXXIII, No. 15 Washington, D. C. July 22, 1966

N.Y. Guild Gets $15 Hikes; Pressmen's Talks Founder

New York City—With a Guild contract awarding general wage increases of up to $15 settled, publication of New York's three newly merged newspapers remained suspended this week as negotiations with the Pressmen reached what a mediator described as a "hopeless deadlock."

John J. Gaherin, president of the New York City Publishers' Association, said the Pressmen's demands for working hours different from those at the city's other papers created "a very dangerous situation" for "the entire newspaper community."

He said the association would "observe developments very closely" but declined to say whether his statement meant the other papers might shut down in support of the World Journal Tribune.

Agreement with the Pressmen became the sole remaining obstacle to ending the papers' 87-day shutdown following settlement with the ITU Mailers last week.

Bargaining reached an impasse July 19, and mediator David L. Cole recessed negotiations until July 25, terming the stalemate "hopeless."

New key wage minimums ranging as much as $37.50 over those at the three old papers were announced by the New York Guild as part of the two-year settlement that ended its 73-day strike against the merged papers earlier this month.

The agreement raises minimums on the basis of the highest prevailing under the former separate contracts at the Herald Tribune, Journal-American and World-Telegram & Sun.

The Mailers' pact guarantees jobs for all 189 of the papers' regular mailers for at least 90 days and provides extra severance pay for 75 substitutes whose jobs are not assured.

Talks with the Pressmen foundered despite the presence of the Pressmen's international president, Anthony J. DeAndrade. DeAndrade entered the talks July

(Continued on Page 6)

BNA Unit Sets Up Paper; Picket Knifed, Guard Held

BULLETIN

A BNA picket was severely slashed by a company guard at the BNA parking lot July 20, police reported. The striker, James Mitchell, 27, was hospitalized with multiple cuts of the face, leg, and stomach requiring more than 70 stitches. The guard, William I. Thornton, 49, was charged with assault with a dangerous weapon.

The first issue of Labor's Weekly Digest, a Guild substitute for struck Bureau of National Affairs publications, went out to unions and labor attorneys observing the Guild's BNA boycott this week.

Produced by Washington-Balti-

(Continued on Page 4)

$190 Pay Rate Won In Joint 6-Union Effort

Honolulu, Hawaii — Increases of $25 in the Hawaii Guild's reporter-ad salesman top minimum, bringing it to $190, were won last week in an 11th-hour settlement that averted a joint strike by six unions against the Honolulu Star-Bulletin and Advertiser.

General increases total from $16 to to $21 over a 32-month period. Other major Guild gains include a shorter work week.

The settlement came July 10, hours before the unions' joint negotiating committee was to have announced a strike deadline at a mass meeting. Seven hundred members of the Guild and the Typographical, Pressmen's, Photoengravers', Machinists' and Longshoremen's unions had been poised for their second joint strike in three years.

In announcing the settlement, State Atty. Gen. Bert T. Kobayashi, serving as a mediator at the request of Gov. John A. Burns, praised the efforts of ANG International Representative Charles Dale, ITU First Vice President John Pilch and Longshoremen's Regional Director Jack Hall, who bore the brunt of negotiations for all six unions. Dale was designated to work out final language with company representatives.

(Continued on Page 6)



HAWAII TERMS: ANG International Representative Charles Dale reports on Honolulu settlement terms to 700 members of six newspaper unions. At right are other members of the unions' joint negotiating committee.

Editors On Women

Discriminate? Never! But Can't They Be More Like Men?

IT'S NOW against the law to discriminate in employment because of sex, but, according to some editors at least, the question is: Who is discriminating against whom?

"We do not discriminate against women in hiring, they discriminate against us," wrote Managing Editor A. Vernon Croop of the Rochester Times-Union in the Bulletin of the American Society of Newspaper Editors.

"On a staff with relatively small turnover, we hire women reporters regularly," he said. "Their average stay is less than 24 months.

"In these critical times, why can't we have a law passed (everybody else seems to) and stop women from this crass discrimination in favor of boys, babies and whims?"

Croop wrote in reply to a survey of "turnover among newsroom females" conducted by the Bulletin among its member editors, most of whom responded with mixed—you should excuse the expression—emotions.

"If ever a law hit a man where he lives, this law hits the newspaperman," wrote Managing Editor I. William Hill of the Washington Star. "Decrying even the presence of a female in the newsroom has been an editor's prerogative so long that some of us tend to regard it as part of the Bill of Rights.

"Think of all the ways it's been done:

"The escapist: 'Hire a *woman?* With her emotions showing almost as much as her knees? Not if *I* can help it!"

"The reasoner: 'They're not convenient to deal with because they're all wound up personally about something; they're too much trouble to deal with because if it isn't children restricting their mobility, it's something else.'

"The peace-lover: 'Women? Ods bodkins, they *cry!*'

"The conscientious objector: 'Women never stay with you. They get married. They become mothers. Or their husbands get transferred to another city'."

•

ONE OF the "conscientious objectors," Hill said, reported that of 41 women in his news departments in the past 10 years, only 10 remain.

Three left to have babies, two left because their husbands moved, nine left to get married, 13 left because they or their editors were "unhappy," and four left for better jobs.

"Typical?" asked Hill. "Who knows? The Bulletin threw the same check on another metropolitan newspaper—one with three Pulitzer reporting prizes, two won by women representatives of a news staff of which 20 percent are girls. This time the score came out differently."

Of 38 women on the staff in the past 10 years, 26 remain, of whom 17 have been on the paper over 10 years.

One left to have a baby, three left because their husbands moved, two left to get married, four left because they or their editors were unhappy, and two left for better jobs.

"Obviously, there was something different about either the two sets of women or the two newspapers," Hill concluded. "Meantime, today's lesson for each of us is to learn how to measure a woman by her success with a job, not by *her* sex or *our* prejudice."

Without exception, editors replying to the Bulletin survey denied discriminating against women employes, and of the five replies printed in addition to the above, only one complained about excessive turnover among women employes. Two suggested there was more turnover among males.

Some had other complaints about women employes, ranging from their biology to their syntax; others had none.

'. . . Or Otherwise Discriminate . . . Because Of . . . Sex'



Eugene Payne in the ASNE Bulletin

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WROTE Robert B. Atwood, editor of the Anchorage (Alaska) Daily Times:

"Moon phases impress us more than do our statistics when we ponder the pros and cons of women in the newsroom. . . .

"We think our troubles with women stem from the fact that they are always in one of four stages: premenstrual, menstrual, postmenstrual or pregnant. We call it 'moon phases.'

"We think emotional peaks and depressions affect women's work as they move from stage to stage. Moon changes make production lag or copy dull.

"On the other hand, the copy sometimes becomes brilliant and very prompt! Dispositions vary from charming to snarling. . . .

"If the gals could just get that biological law changed there would be no cons left. Just pros?"

Wrote Richard W. Clarke, editor of the New York Daily News:

"We do not suffer from the rapid turnover of women employes which apparently occurs on many newspapers. There are two reasons:

"1. The women we hire are not beginners.

"2. Having reached New York, experienced women find there is really no better place to go."

Wrote Kenneth D. Tooill, executive editor of the Toledo Times:

"Alas, the Times has no women employes in editorial to speak of. . . .

"We get our quota of 'interns' for a few weeks in the summer . . . but all that lingers is the fragrance of their perfume and a memory of the damnedest syntax you ever saw.

"Our sister paper, the Blade, on the other hand, is thoroughly integrated sexually. I suppose they have a problem. Where there are women, there are problems."

Finally, Editor Croop of Rochester again:

"And while we are at it, why not another law to make females recognize that women's-news pages are for women?

"Most of them shudder when you suggest they might want to work on pages designed for them. If instead they would only stick around and show us how the job should be done. . . ."

IT SEEMS TO US

Britannica No Longer On 'Don't Buy' List

PRESSMEN'S HOME, TENN.

Editor:

In your editorial of June 24, 1966, you made reference to the Kingsport Press boycott, for which we thank you. There was, however, a reference to Encyclopaedia Britannica as being Kingsport-produced. This is not correct.

When the strike commenced, it is true that the publisher, Encyclopaedia Britannica Inc. had a portion of its printing business in Kingsport. The first major job to be withdrawn from Kingsport was Britannica, Junior. Later the company transferred its Great Books of the Western World series to a union plant.

As a result of these actions, we removed Encyclopaedia Britannica Inc. from the Kingsport unfair list.

Unfortunately, the Britannica itself has been and still is printed in a nonunion plant of the R. R. Donnelley Co. in Ohio.

For your information, the World Book Encyclopaedia, published by Field Enterprises Educational Corp., is very much still on the Kingsport unfair list, as is its combination preschool children's set called Child Craft.

As for the editorial itself, our general counsel informed me that he has canceled the BNA services, and I have done the same, with the approval of our international president.

WALTER M. ALLEN
Director, Service Bureau
Printing Pressmen's Union

By ANG Convention action, letters shall be limited to 200 words and shall avoid libel and subjects detrimental to the Guild. Members subjected to personal attack shall be given opportunity to reply in the same issue, but publication of either attack or reply shall not be delayed longer than one issue.

Board Reconsiders On Wilkes-Barre

The International Executive Board has rescinded a May decision ordering a change of venue for the trial of a Wilkes-Barre Guild member accused of threatening another member with reprisals in a local election contest.

The board acted by a mail poll after learning that the information on which its action was based was erroneous. The board's appeals committee had reported that the Wilkes-Barre Guild's executive board, which had heard witnesses before referring the charges to a trial board, included members of the trial board.

The board referred the case back to the appeals committee after the local informed it that there was no dual membership.

The appeals committee met yesterday prior to the IEB's preconvention session to reconsider the request for a venue change.

$14 Increases Won In New Elizabeth Pact

Elizabeth, N.J.—General wage increases of up to $14 over 30 months have been won by the North Jersey Guild at the Elizabeth Daily Journal.

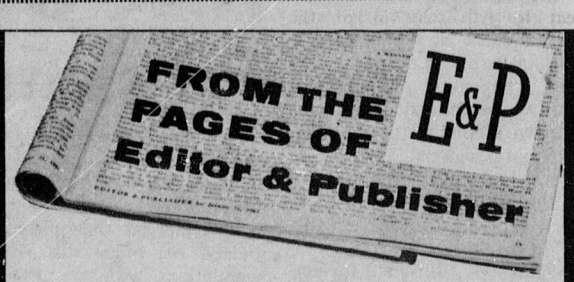
Employes earning $125 or more per week will receive increases of $6 retroactive to July 1, $4 May 1, 1967, and $4 March 1, 1968, bringing the top minimum for reporters and display advertising salesmen to $159.50.

The top minimum for copyreaders will go to $170 after the 20th month and that for social editor to $169.

The flat minimum for assistant city editor will go to $177, those for telegraph, sports and night editors to $187, and that for the head of the copy desk to $180. The top minimum for roadmen will rise to $146, and that for mailers and drivers to $140.

Employes earning less than $125 will receive raises totaling $10.50 in steps of $4.50, $3 and $3 on the same dates. The new top minimum for classified-ad salesmen will rise to $113.50, that for district managers to $120.50, and those for bookkeepers, telephone solicitors and telephone operators to $104.

The contract also provides for an increase in the severance-pay ceiling from 50 weeks' pay to 52; four weeks' vacation after 20 years, instead of 25; jury-duty pay differentials and improved medical-insurance benefits costing the company 50 cents a week.



From The Issue Of July 2, 1966

NEWSPAPER HELPS DEVELOP SUPERVISORY ABILITIES

The Washington *Evening Star* has recently sponsored supervisory development seminars for 100 of its production, circulation and maintenance employees. Films, articles, and speakers were utilized in the presentation, described in detail in E&P.

The successful newspaperman knows his business: the newspaper business. And there's no better way to keep informed about all phases of the newspaper business than by reading E & P every week.

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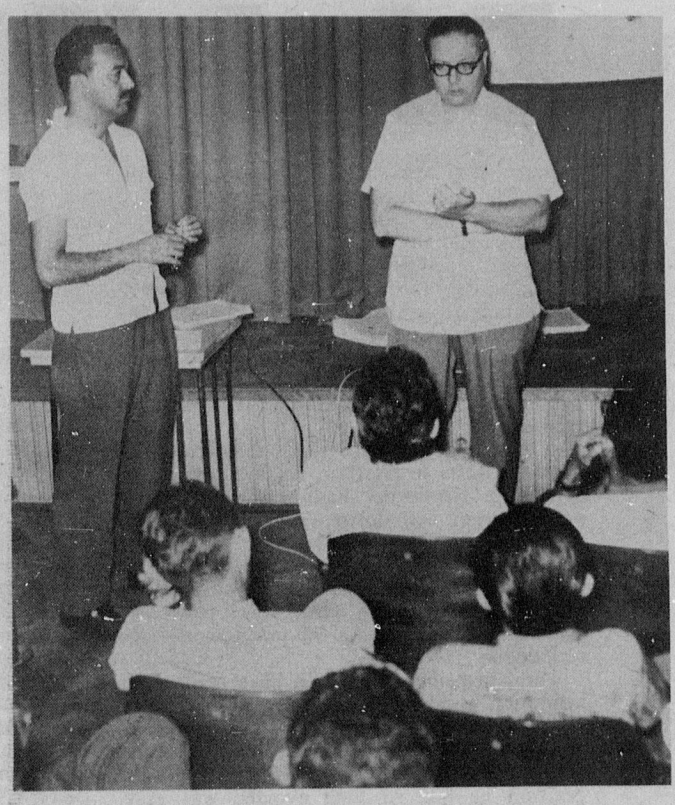
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THE GUILD ABROAD: Two members of ANG's International Affairs staff conduct seminars for Brazilian newsmen. At left, International Affairs Director Richard P. Davis lectures at a four-day seminar in Fortaleza; interpreter is at left. Above, International Affairs Representative John K. Sloan gives a chalk talk at a two-week course in Caxias do Sul.

Seattle Backs Coed's Stand On 'Privilege'

Seattle, Wash. — The Seattle-Tacoma Guild has come to the aid of an Oregon University student editor convicted of contempt of court for refusing to reveal the names of students she interviewed in writing an article on the use of marijuana.

The Guild sent $50 to help finance an appeal of Annette Buchanan's Circuit Court conviction and passed a resolution denouncing the conviction as "a clear threat to the freedom of the press."

The resolution, to be presented at next week's ANG Convention, called on Congress and state legislatures "to protect the rights of privileged information to newspapers."

Miss Buchanan, 20, had refused to reveal to a grand jury the names of seven sources of a story about marijuana smoking on the campus, although she was ordered to do so by Judge Edward Leavy. On June 28 Leavy fined her $300, the maximum for a contempt conviction.

The Guild's resolution declared:

"A democratic society delegates the responsibility of keeping the public informed to a free and unfettered press. In the performance of this duty a newspaperman sometimes finds it necessary to withhold the names of sources in order to obtain pertinent information.

"The contempt-of-court conviction of Annette Buchanan, managing editor of the University of Oregon campus newspaper, who declined to reveal the sources of an article written by her concerning marijuana usage on the campus, is a clear threat to freedom of the press."

Guild Loses KMOX

St. Louis, Mo.—The St. Louis Guild last month was decertified by a 2-to-0 vote as bargaining representative of a three-member newswriters' unit at radio station KMOX. The National Labor Relations Board conducted the election after a decertification petition was filed by one of the three. The Guild had represented the unit since 1948.

Lawyers Drafting Strategy

CLC Calls National Parley On Injunction Battle

Ottawa, Ont. — The Canadian Labour Congress has called a national conference for Sept. 27 and 28 in Ottawa to spur a campaign against the use of injunctions in strikes and other labor-management disputes.

A battery of attorneys will draw up recommendations for a plan of action in the interim, CLC President Claude Jodoin said after an Executive Council meeting this month.

Ontario Premier John Robarts this month announced he will name a royal commission to inquire into the use of injunctions and "the entire area" of laws on picketing. Leaders of the Ontario Federation of Labour hailed the step and promised to co-operate.

The Toronto Guild executive committee last week moved to aid the federation's drive for a $500,000 war chest to press the anti-injunction campaign. It directed the local's educational committee to study means of raising funds for the drive.

A July 7 Toronto and District Labour Council rally, conducted under the chairmanship of Guildsman Murray Tate, gave overwhelming support to the drive.

Delegates from the various provincial labor federations and from unions affiliated with the CLC will be invited to attend the September conference, Jodoin announced.

The conference will also take up other forms of legislation affecting unions such as compulsory arbitration, certification procedures and "the residual rights of management," Jodoin said.

The drive by Canadian labor against the use of injunctions to thwart unions from effectively picketing struck employers was initiated as a result of the use of injunctions during the Toronto Guild's strike against the Oshawa Times last winter.

The injunctions failed to break the Guild's strike, but 26 pickets were sentenced to jail June 27 for violating an injunction limiting pickets to 12 in a strike by the United Textile Workers' Union against Tilco Plastics Ltd. in Peterborough. The 26 are free on bond pending an appeal.

The British Columbia Federation of Labour announced June 19 that it is raising a $100,000-to-$150,000 fund to launch a campaign against the use of injunctions in that province. British Columbia laws are often called the most restrictive in all of Canada.

The British Columbia move came two days after 10 officials of the Longshoremen's Union began three-month jail terms there rather than pay fines totalling $4,100 for disobeying a court order to countermand instructions they had given longshoremen not to work on Victoria Day, a legal holiday for most workers.

Supplemental Severance Won For First Time In N.Y. Pact

New York City—A two-year-old Guild goal of 13 weeks' extra severance pay in economic dismissals has been won in a new two-year contract at Reuters Economic Services.

The New York Guild agreement at Reuters (formerly Comtelburo) also provides for a fifth week's vacation after 20 years' service and removes a 74-week ceiling on severance pay.

The 13 weeks' extra severance is provided without regard to length of service, in accordance with a bargaining goal set by ANG's 1964 Convention to blunt the impact of newspaper suspensions.

General increases of $6 retroactive to Jan. 1 and $4 next January will bring the reporter top minimum to $187, that for wire editor to $192, that for teleprinter operator to $163.50, that for sales representative to $182 and that for clerk to $109.

ANG Model Contract language is used in jurisdiction, promotion, transfer, classification and experience-rating clauses. Besides a stronger dismissal-notice clause, the contract provides improved seniority guarantees in economy discharges, with resignation-with-severance-pay rights during a one-month notice period and full bumping rights and rehiring-list rights for five years instead of two.

Automation dismissals are prohibited, and two months' notice of the introduction of new equipment or processes and negotiation on the time and procedure of such introduction is provided, with arbitration if no agreement is reached in two months.

In addition to a fifth week's vacation after 20 years, service time for four weeks is reduced from 10 years to eight.

Overtime will be paid for all work in excess of four days or 28 hours in any holiday week, and work on a holiday will be compensated at double time at a minimum of a full day's pay or two days off, instead of a day and a half's pay or a day and a half off. An employe will receive two days off if his day off falls on a holiday, vacation day or during sick leave.

Any sixth-day overtime is to be paid at double time for a five-hour minimum.

Dependents are added to the employer-paid medical-insurance program, and group life insurance of not less than a year's salary is instituted.

Employes leaving for military service will receive four weeks' pay, instead of two, plus accrued vacation pay. A two-year limit on leaves of absence for Guild service has been dropped, and maternity leave of at least six months has been added with at least four weeks' pay, plus severance pay if the employe decides not to return.

New Coast Unit Votes To Strike

Ventura, Calif.—Los Angeles Guild members at the newly-organized Ventura County Star-Free Press last week voted unanimously to authorize strike action unless an initial contract can be negotiated.

The company has refused to make concessions in any significant area in five negotiating sessions since the 33-member unit voted last April for Guild representation.

The company is proposing no pay increases or sick leave for the first year, no arbitration of dismissals, no transfer protection, company control of all outside activities and the right to censor materials to be posted on Guild bulletin boards.

Hawaii Guild Island-Hops For New Unit

Wailuku, Hawaii — The Hawaii Guild gained a new unit July 6 when editorial, advertising, circulation and business-office employes of the Maui News voted 13 to 4 for Guild representation in a National Labor Relations Board election.

The News, a 7,000-circulation paper published twice weekly, is located in the largest city on Maui, an island southeast of Oahu.

The organizing campaign was conducted by Fred Lee, the Hawaii Guild's administrative officer.

Hollywood Unit Settled, 190 To Ballot Aug. 9

Hollywood, Calif. — Approximately 190 advertising, business-office, maintenance and inside-circulation employes of the Hollywood Citizen-News and the Valley Times will vote Aug. 9 on a representation bid by the Los Angeles Guild.

The election was ordered by the National Labor Relations Board after an informal hearing July 7 at which the company and the Guild resolved a dispute over the bargaining unit's scope.

Election Set Aug. 4 At Ottawa Journal

Toronto, Ont. — Maintenance employes at the Ottawa Journal will vote Aug. 4 on a representation bid by the Ottawa Guild.

The election was ordered by the Ontario Labour Relations Board in the wake of a hearing June 27 at which the Guild presented cards signed by six of the eight employes; one employe presented a petition disavowing the Guild, claiming it had been signed by seven of the group.

Strikers Launch Labor Digest

(Continued from Page 1)

more Guildsmen now in their 11th week of picketing the labor-management reporting service, the publication is designed to fill the information gap for unions observing the Guild's boycott of BNA.

The 12-page weekly, featuring news of court decisions, National Labor Relations Board proceedings, collective bargaining, contract settlements, legislation and other material of interest to labor, went to an initial mailing list of nearly 5,000.

A covering letter explained that the Digest is designed only as an interim publication during the strike. It is being published by the Baltimore Banner Co., the corporation that published the local's daily strike paper during last year's strike against the Baltimore Sunpapers.

The local is asking recipients to send donations to its BNA strike fund in lieu of payment.

The number of international unions participating in the boycott reached 75 this week with the addition of the Pressmen's Union.

The local's executive board recommended July 18 that the BNA Unit reject an unofficial BNA settlement proposal predicated on the discharge of four strikers.

The unofficial company offer was made indirectly, through an executive-board member and another long-time Guildsman who met with BNA officials to explore possible avenues of approach to a resumption of bargaining.

Besides the four discharges, the company proposed to transfer certain employes. It offered "amnesty" for the rest. It said it would agree to arbitrate certain reclassifications as well as mileage for those employes transfered to a proposed new suburban plant.

On union security—the issue that precipitated the strike—the company repeated its offer of the so-called "Boeing plan," under which new employes would be required to join the Guild unless they chose to refuse in writing.

The Guild challenged the validity of the decertification petition at a two-day NLRB hearing last week.

The hearing brought testimony from Guild-subpenaed management witnesses that the Guild said bolstered both its challenge to the decertification bid and its pending appeal against the NLRB's dismissal of unfair-labor-practice charges against BNA.



INTERIM SERVICE: **First issue of the Washington-Baltimore Guild's strike publication, Labor's Weekly Digest, is presented to James A. Suffridge, president of the Retail Clerks' Union, by George Riveire, chairman of the Guild's Bureau of National Affairs Unit. The Digest will serve unions and others observing the Guild's boycott of BNA publications.**

Although BNA is officially a "neutral" party in the decertification proceedings, initiated by an assistant managing editor, it was represented at the NLRB hearing by President John D. Stewart, ex-President Dean Dinwoody and Guy Farmer, its chief counsel, the local reported.

The Guild described the company's role as one of "aggressive neutrality" after company representatives tried to cross-examine Guild witnesses. The NLRB forbade it.

Facts drawn at the hearings will be added to another brief, appealing an NLRB regional director's refusal to issue a complaint on the Guild's unfair-labor-practice charges, Guild counsel Seymour Spelman said.

NLRB General Counsel Arnold Ordman has set July 28 for oral argument by the Guild in the appeal.

The board last week rejected a Guild request that it review its policy of continuing $300,000 worth of subscriptions to BNA's struck publications. Edward Goodstein, assistant director of the board's division of administration, said that "any change in the agency's contractual relationships with BNA could prejudice the free and full exercise of the agency's decisional responsibilities" in the two pending Guild-BNA cases.

On July 18 the local executive board, accepting a report of a special three-man committee, dismissed a series of appeals by two BNA Unit members who complained about the conduct of the strike.

The local has reported receiving $7,426 to aid BNA strikers, including the following new contributions:

Madison Guild	$ 25
Wire Service Guild	25
Los Angeles Guild	50
Sacramento Guild	25
San Francisco-Oakland Guild	50
San Diego Guild	30
Twin Cities Guild	50
Bakersfield Guild	50
St. Louis Guild	150
Pawtucket Guild	50
Philadelphia Guild	25
Scranton Guild	50
Cleveland Guild	50
Toledo Guild	50
San Antonio Guild	25
Boston Guild	150
Akron Guild	25
Terre Haute Guild	25
Seattle-Tacoma Guild	50
Cincinnati Guild	50
Puerto Rico Guild	100
Rockford Guild	25
North Jersey Guild	100
Wilkes-Barre Guild	50
AFL-CIO Unit	60
Machinist Unit	26
Pressmen's Local 6	25

Boycott Agency Urged By Washington Guild

A resolution calling on the AFL-CIO to co-ordinate and publicize consumer boycotts arising out of labor disputes is being submitted to next week's ANG Convention by the Washington-Baltimore Guild.

Noting that some union members are still reading books printed at the struck Kingsport (Tenn.) Press and some labor lawyers are still subscribing to Bureau of National Affairs publications, the local executive board's resolution cites "the inability of the labor movement . . . to act as effectively as it might in making solid the increasingly frequent needs for primary boycotts."

It urges the AFL-CIO Executive Council to "consider seriously" the possibility of setting up an office to co-ordinate and promote authorized boycotts throughout the labor movement.

In a second resolution, the local executive board calls on ANG officers to initiate a concerted labor campaign to revise unemployment-compensation laws "to provide a greater measure of justice to employes idled by labor disputes."

A resolution submitted by Local President Joe Holt Anderson, Jr., and Administrative Officer Harris Monroe proposes a constitutional change that would require local Guild executive boards to reject any resignation they held constituted collusion with an employer. It cited the local's experience in the BNA strike.

Anderson and Monroe also offered a resolution in support of home rule for the District of Columbia. Declaring that "for 92 years the voteless, voiceless residents" of the District "have been the cracked glass in this supposed showcase of democracy," it called on the House to end "the pall of shame which haunts the entire United States through the continued denial of local democracy in Washington."

AAA Shuts Off Copy To BNA

New York City — Bundles of documents that used to be supplied monthly by the American Arbitration Association to the Bureau of National Affairs were cut off at their source this week as a result of labor's massive support of the Guild's BNA boycott.

Morris Stone, AAA editorial director, announced that the association has taken BNA off its arbitration-awards mailing list for the duration of the strike.

The decision came, he said, after unions and labor lawyers all across the country had withdrawn permission for AAA to publish records of their arbitrations in order to keep BNA from obtaining them.

Dial 'M' For Merger

By CLIFFORD G. ROWE
Chicago Guild

FROM THE news of the industry that Mr. Highpockets had been reading of late, it was obvious the metropolitan press was in one hell of a mess.

He had read one item just that morning that pointed out: "True, the number of metropolitan papers is waning because of mergers and the death of less economically stable newspapers hard hit by rising production costs. What is often overlooked is the fact that the number of suburban and small-city dailies is increasing."

A glance at the past year's financial statement did little to alleviate Highpockets' fears. While the Northsider hadn't lost money, its profit margin was down $7,500. (A sign of worse to come? the publisher wondered.) And circulation, which had climbed rapidly for the four previous years, had leveled off—despite extensive campaigns with free parakeets, stuffed dogs and two-for-the-price-of-one subscriptions.

The Northsider seemed to have reached its saturation point so far as potential circulation was concerned. Why, the Northsider was already dead and didn't know it!

Once this was clear to Highpockets, the decision he had so long avoided was easy. After all, he was only following the example of much better newsmen than he. (Why his father had left him the newspaper and not the law firm, he would never figure out. Law was so much more stable.)

He checked to be sure no one was in the office anteroom and then picked up the telephone, humming softly.

"Good morning," said the voice at the other end. "This is the Call-Observer-Messenger-Post & Evening Times-Independent Telegraph, Item and Outlook."

"Mr. Share, please," Highpockets said.

"Good morning, Mr. Share's office."

"Good morning. Is Sherwood in? This is Cecil Highpockets, publisher of the Northsider."

"I'm sorry, Mr. Highpockets, but Mr. Share is in conference."

"Well, I can call back later. When do you expect the conference to end?"

"Let's see. This is the combined-board-of-publishers meeting, and they're discussing which editorial writer's editorial will be printed tomorrow. H-m-m. I would think they would be out by 9 tonight."

"Nine tonight! Good God, that's 11 hours from now. You've got to be kidding."

"If you think that's a long conference, Mr. Highpockets, you ought to be in on the one at which they determine who'll be on the cover of the society section. That one has lasted as long as 3½ days—continuously."

"All right, no need to get huffy. Mr. Share will be coming out for a drink or something. To go to the bathroom or . . ."

"Never, Mr. Highpockets."

"Never?"

"Never. It's one of the rigors of combined publishing. Not one publisher can leave the room before the matter at hand is settled. The others might vote behind his back."

"Damn it, Miss. This is an emergency. I'm thinking of merging the Northsider with . . ."

"Oh, good morning, Cecil old boy. I just happened to pick up my phone (calling out for hamburgers, you know) and heard your voice. What did you have on your mind? Something about . . ."

"A merger, Sherwood," said Highpockets, wanting to maintain control of the initiative in this matter. After all, he might not be able to get into a law office immediately, and he didn't want to go into a publisher conference as a weak sister.

"You really want to merge, Cece? God, I don't know what to say right offhand. After all, you're the only paper left in the city, and you know what competition means to us. Keeps us on our toes and go-go-go. You know what I mean. Look, let me talk to the board and I'll call you back later. This is no matter to rush into, anyway."

The click at the other end of the line bore into Highpockets' ear. And he thought it all would be so easy. He put the receiver down reluctantly.

And then the phone rang. The sound of the bell startled him. (This newspaper business was no good for a man's nerves.)

"Cecil Highpockets here."

"Hi, Cece. This is Sherwood. I tried to call back earlier, but your line was busy."

"I hadn't really hung up yet," Highpockets replied.

"Well, Cece, it's in the bag. Your circulation and advertising departments will be merged with ours. We'll look over your presses and probably keep a couple of them for utility purposes. We'll move them into our plant. As for your building, we'll keep the basement and first floor as they are for storage of newsprint and ink. The other six stories we'll convert into parking. Now, as for your editorial staff, we can use another sports writer, a food editor, two copy editors, a rewrite man, three society writers and a photographer. The rest will have to go."

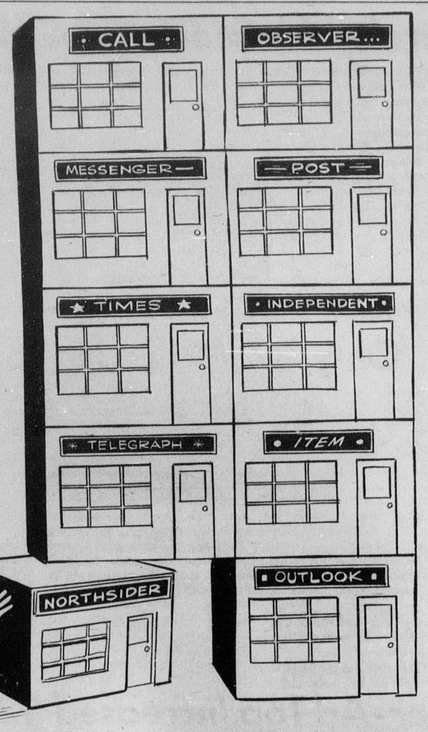
"Have to go? What do you mean, have to go? I've got some high-priced talent over here. You can't just throw them out in the streets."

"What have you got, Cece?"

"Well, let's see. I have two Princeton graduates (one with a doctor's degree in the literature of medieval England), a Harvardite, two Medill products, a Columbia graduate and a Vassar-Smith-Bryn Mawr drop-out."

"Can any of them do anything?"

"God, Sherwood, I don't know, really. I suppose they can, more or less. You know, our emphasis being on foreign and national news, we don't use them much. But they're good names."



"True. And if you can work them into the specifications I mentioned earlier, we'll take them. Otherwise, they'll have to go. But it's not all that bad. We have a great placement service we've built up in the course of our other consolidations (a much nicer word than merger, Cece). Why, we've got jobs going begging."

"Really, Sherwood? Like what?"

"OK, you want an example? Here's one for your drama critic, available right now, in, let's see . . . Low Tide, Oregon."

"Low Tide where?"

"Oregon. This reflects the great demand there is in the smaller publications. A chance to work at the personal level with your readers, right there in the down-to-earth atmosphere of . . ."

"But that's stretching the point a little, isn't it, Sherwood? I mean, this gal's been in the business 28 years."

"Yes, I suppose so. But look at it this way, Cece. Most of them would end up in public relations, anyway. This just gives them the opportunity to make a clean break earlier, so to speak."

"I guess you're right. But how soon can this merger take place? I guess it's just a matter of agreeing on terms and . . ."

Share laughed for several seconds. "Oh, no. There's a lot more to it than that. This is where the fun and publicity comes in. Why, you'll be written up in every responsible newspaper and news magazine in the country before this is over. You know how it is at a wake. All the relatives sit around and discuss the deceased, dig up a little dirt, pry into some of those things that were off limits while he was alive. Exchange a few pleasantries about how healthy everyone is in the family and then go home. It's sort of the same thing here."

"I guess we'll prepare a joint press release, then, giving the details of the merger," said Highpockets, thinking of the challenge this would present to his promotion department.

"It's quite obvious you've never been merge . . . consolidated before," laughed Share. "The first thing we have to get going is a rumor that the merger is in the works. And the best way to do that is to deny it."

"But how can you deny something that hasn't been said?" Highpockets wanted to know, beginning to feel slightly inadequate.

"Simple, Cece. Simple. We have a form letter (M-3-A, I believe) which we'll give you to fill out. It begins: 'To the staff of (and here you will write in The Northsider). We wish to state once and for all that rumors being circulated concerning the pending merger of _____ and _____ are entirely false. The moral position of (The Northsider, again) in this community is so essential and the economic position so firm that such speculation is ridiculous. We appreciate the fine efforts of all of you which have carried us to this successful status and so on and so on and such.' I guess you get the idea. It works every time. Why, staff members will be recalling washroom gossip they've heard over the last year and a half. Within two hours after the notice is posted, everyone in the building will believe the merger rumor is based on fact."

"Of course, you've got another form letter for when we actually decide to complete the merger?"

"Oh, sure," said Share. "Form M-3-B, I think. Yes. It begins: 'To the staff of _____: It is with heartfelt sorrow that we must inform you that due to increased production costs and other factors of publishing life, we must announce the merger, as of noon today of . . .'"

"I think I get the idea, Sherwood."

Highpockets sighed and slumped slightly in his chair.

"I guess there really IS nothing to it. But it does seem a little too cut and dried."

"That's business, Cece. We're not just running a day camp, you know. And now there's just one other matter we'll have to clear up before we finalize this, and that's the name we'll give the new combination. We've been trying lately to get the name shortened a little. After all, with our last consolidation we had to shrink our logo to 24-point to get it in one line. We thought we might just take the names of the first two papers to merge—the Call and Observer. But the editorial board is split on this. Now, if you would be willing, as a member of the board, to back our position, we would include the Northsider in the name and make it . . ."

"I think I've got a better idea, Sherwood," Highpockets said wearily. "I've been doing a little doodling here and I thing if we just tack the Northsider on at the end of what you have now and then take the initials of the combined papers, we'll have the ideal name for the logo."

"Oh? Let me see. I'll have to get a copy of the paper. Otherwise, I can't keep them in the proper order. Here it is: COMPETITIO and N! By God, Cece, you've got it! Now, just let somebody try to say it doesn't exist in this town any more!"

It was a good joke, and they laughed heartily.

Reprinted from the Chicago Guild Page One Book

A Nightmare Revisited

A nightmarish glimpse into the future of New York City newspapers, made eight years ago, has turned out uncomfortably close to the mark.

Writing in the New York Guild's Page One Yearbook of 1958, Guildsman Henry Walter of the then World-Telegram & Sun predicted that by 1995 no city in the country would have more than one newspaper except New York, which would have three.

There would be one morning daily, he forecast—the Times—and two afternoon papers: The New York, New Jersey and Connecticut World-Telegram-Sun-Journal American - Mirror - Herald - Tribune - Post - News, and Frontpage, the New York Guild's paper.

"The end began in the early Sixties," Walter wrote, "when Scripps-Howard merged with Hearst. The other papers quickly sold out after that."

Frontpage went daily "during the long strike of the Seventies against the two remaining papers," he said. "It made so much money that it decided to stay in business after the strike."

But one thing remained unchanged, he said: "the nomenclature the papers used for their various editions."

"The night edition still came out in the morning. . . . The Seventh Sports was the first news sports edition," and "the Seventh Sports Final came out too early to contain all the afternoon sports results." Even the "Final Final," he said, was not quite the last edition: "It was followed by the new Morning One and Morning Two editions," which competed with the first four City editions of the Times.

And the merger infection was not confined to the WTSJAMHTPN. Virtually all the news, Walter wrote, came from INSUPAP, the consolidated wire service.

Not all of Walter's predictions have come to pass, the 1966 Page One Yearbook noted in reprinting his article. But, the journal warned, it isn't 1995 yet.

Mobile Dailies Purchased By S. I. Newhouse

S. I. Newhouse has added two dailies at Mobile, Ala., to his string of newspapers and is seeking to enlarge his holdings in the Denver Post in a developing court battle.

Newhouse laid out "upwards of 27 million dollars," Newsweek reported, to build his chain of dailies to 21 with the addition of the morning Mobile Register and afternoon Press, which have a combined daily circulation of 118,000.

Along with the papers, Newsweek said, Newhouse gained a highly automated downtown printing plant, a "bonus" in the form of the Pascagoula Chronicle and a half-interest in a Mobile radio-television station.

The sale arose from stockholder dissatisfaction with Press-Register management, Newsweek said. The paper had lost $750,000 in an effort to drive the Pascagoula paper out of business, it said, and though it failed, it forced the Chronicle's sale to the Thomson chain. Thomson quickly sold it to the Mobile papers for $1,200,000.

In Denver, a suit asking reversal of a trustees' sale of 5.3 million dollars worth of stock to the Post's president, Helen Bonfils, was filed last week in Federal District Court by two heirs to the Agnes Reid Tammen estate.

Newhouse's counsel, Charles Goldman, said Newhouse probably would intervene in the case or file a separate action to undo the sale.

The heirs charge that the stock sold to Mrs. Bonfils by two banks as trustees of the Tammen estate was actually worth 8.8 million dollars. They say a number of persons, including Newhouse, had tried to buy the stock and that Mrs. Bonfils had said "Newhouse will never get another share of Post stock." He already owns a 15-percent interest.

Goldman said the Federal Communications Commission would be asked to investigate Western Union's failure to deliver a Newhouse offer of more than 25 million dollars for Post stock.

CONVENTION DELEGATES

The following have been elected delegates to ANG's 1966 Convention in Washington next week:

AKRON—Carol E. Camp and Donald N. Hawk.
ALBANY—Francis S. Rivett, B. Paul Lyman, Frank Jaquinto, Howard D. Lewis and Ben Danforth.
BRIDGEPORT—John A. Quinn.
CANADIAN WIRE SERVICE—Loyd Bulmer and Gilles Desjarlais.
CHATTANOOGA—Jay Searcy.
CLEVELAND — Jack F. Weir, William C. Barnard, James Naughton, Noel Wical, Betty Klaric, Michael Kelly, William F. Miller and Matt Fenn.
DETROIT—John A. Woerpel, Donald Beck, James G. McMahon, Betty J. Fisher, Ronald C. O'Brien and Kenneth A. Thompson.
ST. LOUIS—Rollin H. Everett, William R. Balola, James B. Woo-s, Frank Suroff, Robert Steinke, Albert Delugach and Barney Wippold.
SAN DIEGO—Omer Sumpter and Marjorie Hawker.
UTICA—Edward Ruffing.
WASHINGTON-BALTIMORE—Joe Holt Anderson, Jr., Harris Monroe, Brian Flores, Clay Cochran, Kenneth Young, George Hanst, Thomas L. Hoy, Clare Crawford, Jeanne Anderson, Martha B. Angle, Orr Kelly, George Riveire, Jr., Gerard H. Borstel, Norwood B. Orrick, Jr., Walter Bassford and Robert Asher.
WILKES-BARRE—John J. Wallace, Thomas J. McCormack and William C. DeRemer.
YOUNGSTOWN—John E. Kennedy.

In addition to the three Ottawa delegates announced in the July 8 issue, International Vice President Robert J. Rupert will be included in the delegation. His credentials arrived after those of the delegates printed in the last issue.

Delegates Return To Scene Of Guild's 1st Convention

(Continued from Page 1)

Brodie was one of five persons who announced their candidacies for the IEB post last February. The others are Nicholas Abraham, first vice president of the Los Angeles Guild; Hugh Harrison, president of the Seattle-Tacoma Guild; Lynn Igoe, past secretary of the Los Angeles Guild, and former International Vice President Robert J. Hickey of San Jose, who held the West Coast post before Bennett. Hickey also subsequently withdrew from the race.

With two announced candidates from the local, the Los Angeles Representative Assembly late last month voted to support Mrs. Igoe.

The West Coast regional race is this year's only election.

Nominations of candidates to fill the regional vacancy are scheduled to be made Friday, July 29, the last day of the convention, with election by membership referendum if necessary.

A number of former ANG officers living in the Washington area, including former President Kenneth Crawford, will be guests of the convention. Crawford will address the convention Friday.

Others who have accepted invitations to attend the convention banquet Tuesday night include former International Vice Presidents Gordon H. Cole, Jack Howard, Gervase Love, Bem Price, I. L. Kenen and Louis Ade.

To implement its call for intensified wage bargaining, the IEB is recommending that the convention raise the Guild's wage goal for key editorial and commercial-department jobs from $270 to $292 a week to compensate for increases in the cost of living and productivity since the present goal was adopted by the Detroit Convention a year ago.

Similarly, the IEB proposes that the Guild's basic wage goal for all adult jobs be increased from $135 to $146 a week.

Noting that higher wage settlements in the last year already have attracted attention among employes of unorganized papers, the IEB proposes that Guild wage gains be capitalized upon "to the fullest extent possible as an organizing tool."

Also awaiting convention action is an IEB proposal that the international assessment schedule be revised to correct inequities in the middle brackets.

Without affecting the assessment range of from $1 for members earning less than $50 to $6 for members earning $200 or more, the new schedule would provide reductions of 25 or 50 cents for members in three brackets earning between $75 and $150 and a 25-cent increase for those in the $175-$199.99 bracket.

The convention will hear four major speakers—the nation's top labor official, a Cabinet officer and two prominent legislators.

George Meany, president of the AFL-CIO, will address the Tuesday evening banquet. Sen. Edward M. Kennedy of Massachusetts will address the morning session on Wednesday. On Thursday delegates will hear Secretary of Labor W. Willard Wirtz and Rep. Roman C. Pucinski, Illinois Democrat and a former 20-year member of the Guild in Chicago, where he was a reporter for the Sun-Times.

The convention will open Monday morning with a welcoming address by Joe Holt Anderson, Jr., president of the host local, the Washington-Baltimore Guild. The opening session also will hear reports on the state of the union from the Guild's three top officers: President Arthur Rosenstock, Executive Vice President William J. Farson and Secretary-Treasurer Charles A. Perlik, Jr.

Others scheduled to address the opening session include Walter Washington, director of the National Capital Housing Authority; Dominic N. Fornaro, president of the Baltimore Council of AFL-CIO Unions, and J. C. Turner, president of the Greater Washington Central Labor Council, AFL-CIO.

Collective-bargaining and local-administration workshops will be held Monday evening. Delegates will be able to consult ANG Counsel Irving Leuchter and pension consultant Joseph H. Daoust later in the week.

Washington Revisited

Only 37 Made 1st Journey

Delegates trooping to Washington for the 33rd ANG Convention are returning to the scene of the Guild's birth as a national organization.

There were only 37 delegates from 20 cities at that first convention, most of them wondering if they would have jobs when they got home.

They gathered Dec. 15, 1933, in the darkest days of the Depression, elected a set of officers headed by Heywood Broun, drafted a constitution, and grimly hammered out a national organizing campaign.

How well they succeeded was evident at ANG's 17th Convention in 1950—its second in Washington—when 223 delegates from 70 locals gathered.

Next week's is the third.

There wasn't an extensive convention program the first time around. On Friday, the last day, a luncheon at the National Press Club gave the delegates a chance to unwind. And some of them had tea at the White House with President Roosevelt, who had invited the Guild to send a group to explain to him what they wanted in the way of labor-law protection for newsmen.

But in 1950, President Truman and his secretary of state, Dean Acheson, chose the Guild Convention as a platform for major policy speeches. The Korean War had just erupted.

In his concluding remarks the President had this to say:

"When the American Newspaper Guild was organized 17 years ago, its main purpose was to establish better economic standards for the working force of the American press. Over the years, the Guild has established such improved standards.

"Its efforts have greatly benefited many members of the news profession."

Hawaii Reporter-Ad Top Increased $25 As Strike Is Averted

(Continued from Page 1)

The full bargaining committee also included Pressmen's Vice President Frazier Moore, Engravers' Vice President Ted Brandt, Machinists' International Representative Carl Guntert and two members of each of the six locals.

Guild members ratified the final terms July 17 after a mass meeting at which the negotiators reported to all six unions.

General increases ranging from $6 to $8 are effective as of July 7, $4.50 to $6 next June 1, and $5.50 to $7 June 1, 1968. All contracts expire Jan. 31, 1969.

In addition to the $21, a special $4 increase will be applied to the reporter-ad salesman minimum June 1, 1968, raising the current top minimum of $165 by $25, to $190.

Starting minimums will rise a total of $21, reaching $123.50 for ad salesmen and $109.25 for reporters at the Star-Bulletin and $112.75 for those at the Advertiser.

Special adjustments of $2.50 per week at each step for outside classified employes and $2 for inside employes will raise their top minimums $26 and $23.85, respectively, to $154 and $128.

Other top minimums produced by the agreement include: $105.45 for library clerks, $103.45 for clerk-typists, $122.90 for payroll clerks, $124.15 for tabulating-machine operators and $104.50 for key-punch operators. A pay rate just short of $100 was won for a gardener covered by the Guild contract.

Immediate flat payments of $50 are being made to all full-time employes and $25 to all part-timers in lieu of retroactivity—more than actual retroactivity for the five-week period since expiration of the previous contract.

In addition, the company will distribute pro rata among employes 40 percent of the dividends it has collected in the last two years under group life insurance.

Employe contributions to group life insurance will be reduced by stages from the present 45 cents per $1,000 of insurance to 10 cents, a saving of about $4 a month per employe.



Seven hundred members of six Honolulu newspaper unions hear their officers report on settlement terms.

Employe contributions to medical-insurance costs, now 40 percent, will be cut to 20 percent, a saving of about $5 a month.

Other contract gains include:

► A reduction in the work week from 40 to 38¼ hours, effective June 1, 1967, and to 37½ June 1, 1968.

► A fourth week's vacation after 15 years, instead of 20, effective next year.

► A full Guild shop for all future employes.

► A universal five-day week and elimination of all sixth-day scheduling.

All six unions voted to authorize strike action after May 31, the joint contract-expiration date that emerged from the settlement of their seven-week 1963 strike against the two papers and their jointly owned production company, Hawaii Newspaper Operators. It was the first time in history that the Guild and other unions had struck jointly.

New York Guild Gets $15 Raises

(Continued from Page 1)

17 at the request of Mayor John V. Lindsay, who moved into the bargaining picture after the Mailers' settlement was hammered out in a 23-hour mediation session ending July 13.

Twenty-two issues were on the table with the Pressmen, with the principal ones a union demand for uniform starting times and a 6½-hour shift for Saturday-night work on the new Sunday World Journal Tribune.

Publisher Matt Meyer said the company "can't really negotiate with the Pressmen" as long as they keep those two issues on the table, contending that agreement to the demands would "put us in a competitive position we couldn't tolerate."

General wage increases under the Guild's contract range from $4 to $7.50 the first year and $3 to $6.50 the second for former employes of the Tribune, from $4 to $8 and $3 to $7 for those from the Journal, and from $4.50 to $8 and $3.50 to $7 for those from the Telegram.

The first-year increases are retroactive to March 31, 1965, expiration date of the three old contracts. The wage rates will expire eight months from now.

The top minimum for reporters, copyreaders and display salesmen goes to $194.35, up $15.75 over that in the old Tribune contract and $15 over the old Telegram and Journal pacts. The starting minimum goes to $124.35, up $15 over the Journal and Telegram and $13.75 over the Tribune.

The top for classified outside solicitors goes to $167.30, third highest now prevailing in any Guild contract. The figure is up $37.30 over the Tribune contract, $31.70 over the Journal and $20.15 over the Telegram.

The top for classified telephone solicitors goes to $129.65, up $12.65 over the Tribune pact, $12.50 over the Telegram and $10.50 over the Journal, and that for telephone operators and stenographers goes to $112.90, up $11.95 over the Telegram, $11.55 over the Tribune and $9.50 over the Journal.

The classified figure is the fourth highest currently prevailing; the operator minimum is the second highest.

New Merger For Tribune?

New York City—The New York Times, the Washington Post and others are seeking to buy a share of the New York Herald Tribune's European edition, with a merger among the possibilities.

Walter N. Thayer, president of Whitney Communications Inc. confirmed this week that talks were under way with several prospective purchasers. He said the paper is not for sale but that "whether or not we'll take in a partner, we haven't decided."

The European Edition, published in Paris, was not involved in the Tribune's recent merger with the Journal-American and World-Telegram & Sun or in the New York Guild's recent strike against the merged papers.

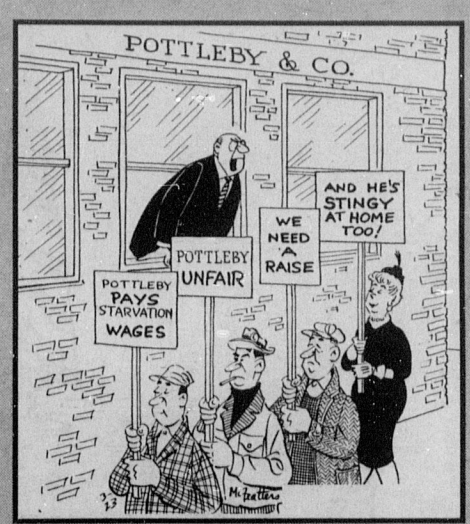
The Times, which publishes its own European edition, said a merger of the two papers was among the possibilities under discussion.

THE CARTOONIST VIEWS THE BARGAINING TABLE



Miller in the OCAW Union News

"Does this mean you're not accepting that counteroffer?"



Dale McFeatters, Publishers Newspaper Syndicate

"For Heaven's sake, Martha, go home!"



Miller for Press Associates

"They signed the contract, Ed. Careful how you handle it—the tears aren't dry yet."

Seattle: Merit Pay The Rule At Post-Intelligencer

Twenty of 47 fully experienced employes in the Seattle Post-Intelligencer's reporter classification were earning more than the contractual top minimum as of last January.

On editorial-desk assignments, 27 of 35 employes were also earning more than the top minimum, according to payroll information received from the company.

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

Following is a tabulation of the payroll data for editorial classifications at the Post-Intelligencer as of Jan. 15:

Reporters, Photographers, Artists, Chief Librarian, Club Editor, Society and Club Reporters

Top Minimum	*Actual Salaries*
$160.75 after 5 years	8 on stepups
	19 at top minimum
	1 at $163.30
	1 at $165.25
	3 at $169.55
	1 at $170.25
	2 at $170.75
	1 at $174.05
	3 at $175.75
	1 at $180.55
	1 at $191.00
	1 at $198.25
	1 at $200.00
	1 at $206.05
	1 at $217.75
	1 at $225.00
	1 at $336.05

Chief Photographer, Copy Dealer, Assistant City, Desk, Financial, Sunday, Make-up, Swing, Telegraph, Drama, Television, Real Estate, Society and Home Economics Editors

Top Minimum	*Actual Salaries*
$169.55 after 5 years	None on stepups
	8 at top minimum
	1 at $173.95
	1 at $174.05
	1 at $174.55
	1 at $175.00
	1 at $178.05
	1 at $179.55
	1 at $180.05
	1 at $180.75
	2 at $184.05
	1 at $185.75
	1 at $187.75
	2 at $190.00
	1 at $194.05
	1 at $196.00
	1 at $200.00
	1 at $205.25
	1 at $206.00
	1 at $209.05
	1 at $210.75
	1 at $215.00
	1 at $215.25
	1 at $215.75
	1 at $220.00
	1 at $240.00
	1 at $266.05

Secretaries

Top Minimum	*Actual Salaries*
$89.16 after 2 years	1 on stepups
	4 at top minimum
	1 at $90.00
	1 at $93.75
	1 at $94.16
	1 at $97.60
	1 at $103.75

Peak Income Garnered By Magazines

Magazine revenue is up 7.4 percent for the first half of 1966 to a record high for the period, the Magazine Publishers Association announced this month. Total dollar volume was $571,106,132.

At the same time, annual salaries up to nearly $200,000 were listed for magazine executives by the Gallagher Report, weekly advertising newsletter.

First-half ad revenue for the Saturday Review was up 34.1 percent, to $2,711,337; the Reporter, up 30.7 percent, to $348,874; Life, up .4 percent, to $81,302,300; Time, up .7 percent, to $41,567,855; Look, up .3 percent, to $38,595,459, and Newsweek, up 1.7 percent, to $20,850,173.

Here is a sampling of magazine executives' salaries:

Time Inc.—Andrew Heiskell, board chairman, $193,600; James A. Linen, president, $193,500; Hedley Donovan, editor-in-chief, $193,200; David W. Brumbaugh, executive vice president and treasurer, $160,300; Charles L. Stillman, chairman of the finance committee, $160,500; Roy E. Larsen, chairman of the executive committee, $75,400.

Cowles Communications — Gardner Cowles, chairman and editor-in-chief, $100,730; M. C. Whatmore, president, $100,587; Vernon C. Myers, publisher of Look, $88,742; Lester Suhler, Look subscription circulation manager, $73,209; Sam O. Shapiro, $68,087.

Not to be overlooked are the stockholdings of most executives.

While editorial chairman Henry R. Luce draws only $97,000 in salary, he holds more than a million shares of Time Inc. stock.

Thomson Chain Tallies 18% Increase In Profits

Thomson Organization Ltd. enjoyed revenues of $151,800,000 last year, according to the Gallagher Report, weekly media newsletter.

Sales of Lord Thomson's far-flung publications were up 21.6 percent and profits 18.7 percent, Gallagher reported. More than half of the revenue was from Thomson's newspapers, 20 percent from books, magazines and exhibitions, 9 percent from television and 19 percent from other enterprises, Gallagher said.

Dow Jones & Co. racked up a towering 46-percent profit increase in the first half of 1966 over the same period last year.

Earnings of the company for the first six months of 1966 were $7,045,528, or $151 a share, compared with $4,827,674, or $1.03 a share, last year.

Revenues of the company, which publishes the Wall Street Journal, the National Observer and Barron's, totaled $42,232,213 for the half, compared with $36,115,145 last year.

Local Copy

A PAGE FOR OFFICERS AND STEWARDS

$135 Goal Barely Tops 'Modest' Budget Level

The Guild's wage goal of $135 a week for newspaper employes in all adult classifications is only $7 above the minimum needed to suport a family of four in a "modest but adequate" way, according to the latest U.S. Labor Department computations.

ANG's International Executive Board has called on this year's convention to raise the wage goal to $146. The $135 figure was set by the 1965 Convention.

The Labor Department's budget, last updated in January, reflects the amount necessary to support a family of four at "a level of modest but adequate living according to standards prevailing in large cities of the United States in recent years."

The "average" family whose needs the budget contemplates consists of an employed husband, age 38, a wife not employed outside the home, and two children.

Doubts have been raised about even the $128 "modest but adequate" figure.

"'Shabby but respectable' might be a more accurate label," economist Sidney Margolius wrote to the New York Times.

"It allows the husband a coat every five years, a bottle of beer every other day, a new hat for the wife once every two years," Margolius said.

Margolius pointed out the irony, for a family living at this level, of a Times editorial that said "for most Americans, 1966 is likely to be a prosperous year . . . two cars in every garage, a television set in every room, roast beef on every plate."

The "modest budget" does not allow for any car at all, Margolius pointed out, and permits the purchase of a television set only once every nine years. It would thus take 45 years to equip the five-room flat allowed for in the budget with television in every room, he added.

"As for roast beef on every plate," Margolius wrote, "since the modest budget allows only one and a half pounds of meat, poultry and fish a week for three meals for four persons, this could happen only about once in 10 days."

Occupational Hazard

San Francisco, Calif.—The aggressive "go-getter," whose work involves "competitive activity, vocational deadlines and similar pressures, is more likely to suffer a heart attack, according to the findings of a team of doctors at Mt. Zion Hospital here. Among those found vulnerable were newspapermen and advertising men.

Extra Night Pay In 78% Of Pacts

More than 78 percent of Guild contracts provide premium pay for night work, according to a new clause survey by ANG'S Collective Bargaining Department.

A total of 180 of 227 Guild contracts provide night differentials. They include 140 of 155 newspaper contracts.

Premium pay is provided for employes on 52 of 55 morning papers and 107 of 117 evening papers, on all four all-day papers and on two out of three separate Sunday papers.

Eleven of 12 wire and news-service contracts provide night differentials, as do 29 of 60 miscellaneous contracts.

Editorial

Dollar Double Talk

Sometimes we wish editors and publishers would put their money where their mouth is.

But all too often they talk one way when bragging to each other and pontificating for the public and another way when bargaining with their employes.

It's almost like an occupational disease—and a highly contagious one, at that.

The Newspaper Personnel Relations Association held its annual meeting recently, and, typically, before it was over almost everyone was talking about the need to pay more money to their employes, beginners as well as journeymen.

For example, Editor & Publisher reported, James Sauter, a vice president of Booth Newspapers Inc. reported that his chain had adopted a policy of paying beginners $125 a week.

And Edward F. Maher, industrial-relations director for the Toledo Blade and Times, said: "I sincerely believe that $200 a week for a highly skilled, well-educated reporter is not unrealistic."

But on the two Booth papers under Guild contract, the starting minimums are $74.60 in Bay City and $85 in Muskegon. For society and women's writers, they are $63.25 and $65.

Question: If it is indeed the policy of the Booth papers to pay beginners $125 a week, why do they refuse to write it into their contracts?

And in Toledo, as the Toledo Guild reports, the top minimum for reporters is $158 a week.

Not one reporter is paid $200.

(More than half are paid the contract minimum. Beginners get $87.50.)

Question: Does Mr. Maher believe there are no "highly skilled, well-educated" reporters on the staff of his papers?

If so, the reporters should know it so they can do something about it.

If not, Mr. Maher should do something about it.

Besides talk.

Courage On The Campus

"Spunk," Mr. Webster tells us, comes from an old Gaelic word for tinder and means "a spark or gleam," as well as "spirit; mettle; pluck."

In Eugene, Ore., a brave young lady who is managing editor of the University of Oregon's student newspaper demonstrated some journalistic spunk by upholding an elementary tenet of a newspaperman's code of ethics.

Miss Annette Buchanan was found guilty of contempt of court and fined $300 because she refused to disclose the names of students interviewed for a story on campus marijuana smoking. The 20-year-old coed also risked a six-month jail sentence for her defense of the newspaperman's privilege to protect his sources.

Responding to her courage, the Seattle Guild—in Miss Buchanan's home town—has contributed to her defense fund and is sponsoring a convention resolution in her behalf.

ANG's Code of Ethics, adopted in 1934, contains the declaration that reporters ". . . shall refuse to reveal confidences or disclose sources of confidential information." At its New York Convention seven years ago, the Guild reaffirmed its position.

The fact that Miss Buchanan is a representative of the collegiate press and that the sources she quoted defended the use of marijuana should not be allowed to obscure the principle her stand has illuminated, a principle recognized in law by 12 states.

Newspapermen everywhere should be grateful to her for showing us so clearly what Mr. Webster meant.

The Guild Reporter

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

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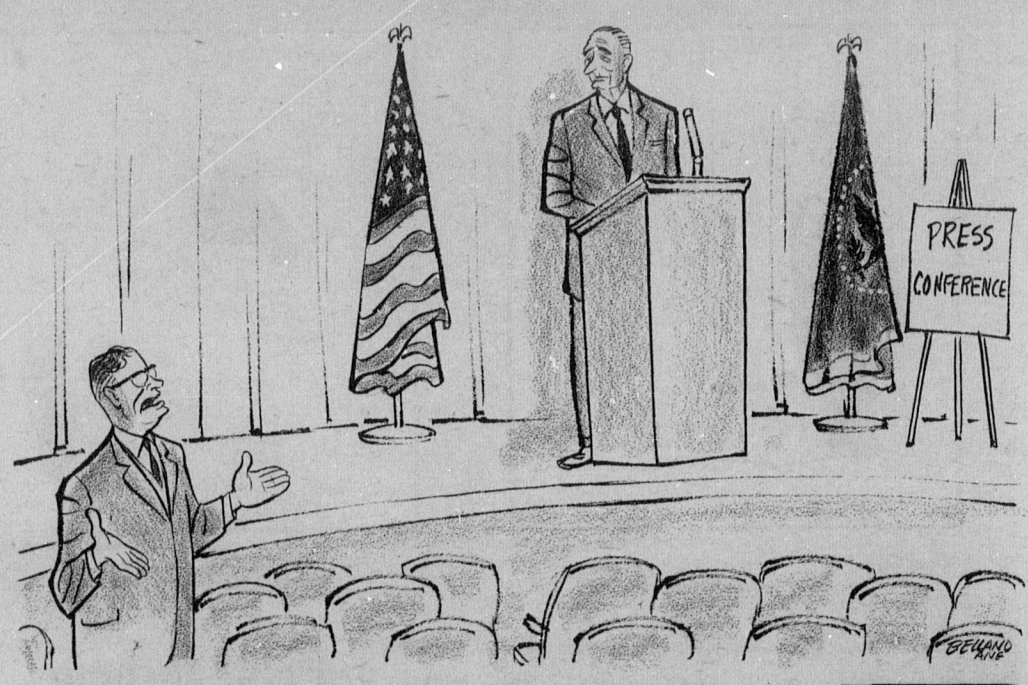
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'Sorry, Boss, But They're All Over Covering The Newspaper Guild Convention'



DATELINE: WASHINGTON

Virginia Primary Marks Major Revolution



By WILLARD SHELTON, *Washington Guild*

Time and the Supreme Court caught up at last with the once all-powerful hierarchy that had ruled Virginia politics since before the turn of the century, the last 30-odd years by the senior Harry F. Byrd.

The defeat of the venerable Rep. Howard W. Smith in the 8th Congressional District Democratic primary, the narrowness of the margin by which the younger Sen. Harry F. Byrd won nomination for the seat his father occupied for 33 years, suggest a continuing revolution.

The fact that Sen. A. Willis Robertson was defeated for renomination is of lesser significance—except for the simple fact that no candidate bearing the Byrd organization's approval has been beaten for more than a generation. Robertson has not been a power in the Senate despite his chairmanship of the Banking and Currency Committee; a somewhat remote and diffident man, he was known as "Byrd's other vote."

But Smith has been a power—a genuine power—in the House, in some sessions of Congress perhaps the most powerful single member. And on merit and force of character, not just his chairmanship of the Rules Committee.

With his formal powers trimmed and curbed by reform of the House rules and decisions of the Democratic caucus, he remained a leading tactician and strategist of the conservative coalition.

The younger Byrd won nomination for the remaining four years of his father's unexpired term by less than 51 percent of the vote, as contrasted with the upwards of 60 and 70 percent his father got whenever he had opposition, which wasn't always. There is no indication here that he can step into the senior Byrd's shoes in other capacities as leader of a truly dominant state organization. Or that the organization, for that matter, is any longer truly "dominant."

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A number of things have happened across the past decade or so. There was the disastrous Byrd blunder when he dictated the policy of massive resistance to the Supreme Court's school desegregation decision. It took the state down a dead-end road and plagued every governor and state attorney general until the policy simply cracked and disappeared.

The high court's "one-man, one-vote" decisions forced Smith to seek renomination in a readjusted district with thousands of voters from populous Washington suburbs and other thousands of Negroes to the east encouraged to vote at last by abolition of the poll tax and passage of the Voting Rights Act of 1965.

He campaigned like a yearling—but his citation of his seniority and the chairmanship it gave him (he is 83) made younger and middle-generation voters see an old man, out of tune with the times.

Odd things happened. The old Byrd organization could always call on Republicans to save its candidates by "crossing" into a Democratic primary, but they didn't "cross" this year. The percentage of registered voters casting ballots was lowest in the rural and mountain areas that used to swing the balance of power.

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The Byrd organization is also bedeviled from the right, menaced by true Goldwater types broken off into a "Conservative" third party staying out of the Democratic primaries and prepared to field candidates in the November general election. The principal "Conservative" Party strength is in Southside Virginia, also once a fortress of Byrd's automatic majorities.

And the people from the suburbs, from the industrial areas of the Tidewater, keep pouring to the polls. Their ideals are not the Byrd organization's ideals; they are younger, with higher per-capita income, with a strong desire for good schools, highways, public-health and mental-health services. They are shocked when they discover that Virginia is 38th among the states in per-capita school expenditures. They are less impressed by the organization's shibboleths about "pay as we go" and "sound fiscal policy."

The current governor, Mills E. Godwin, once an organization man, showed a capacity to recognize the changing nature of the electorate—more Negro voters, more desire to grapple with modern problems, and the reality of congressional and legislative districts that reflect the numbers fairly. Godwin involved himself only nominally in the Byrd-Robertson campaigns.

So a time-fuse revolution has worked itself into Virginia politics. The state of Washington, Jefferson, Madison, Monroe—"Mother of Presidents"—is moving back into the mainstream of American life.

Conciliation Set At Canada UPI

Montreal, Que. — Minister of Labour J. R. Nicholson has agreed to name a conciliation board in initial contract negotiations between the Canadian Wire Service Guild and United Press International of Canada.

Conciliation-board procedures, required under Canadian law before strike action can take place, are expected to start in August.

The Guild's nominee to the three-man board is Christopher Crombie of Toronto, former executive secretary of the Vancouver-New Westminster Guild.

Exceptions Filed To Coast Ruling

Los Angeles, Calif.—Both the Los Angeles Guild and the Long Beach Independent and Press-Telegram have filed exceptions to a finding by a National Labor Relations Board regional director who recommended that the results of an April 20 representation election among classified-ad employes be set aside.

Regional Director Daniel J. Harrington upheld the Guild's charge that company supervisors had campaigned unfairly for rejection of the Guild, but the Guild is asking the NLRB to reverse findings that employes had not been interrogated about their attitude toward the Guild and that the company had threatened to cancel an employe investment program if the Guild won.