

# Convention Mounts Campaign For Higher Wage Settlements

## THE GUILD REPORTER

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

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## Delegates Increase Pay Goal To \$292

ANG's 33rd Annual Convention last month voted to place the union's main emphasis during the coming year on an intensified drive to raise Guild wages. It increased the Guild's wage goal for key classifications to \$292 and the goal for all adult employees to \$146.

The convention, in mobilizing the Guild's resources for major bargaining gains, recommended that the Research and Information Department give top priority to bargaining materials in co-operation with the Collective Bargaining Department and that organizing efforts be geared to capitalize on bargaining gains.

Convention delegates — 230 from 66 locals—took these other major actions at their July 25-29 meeting in Washington's Sheraton-Park Hotel:

► Revised ANG's assessment schedule to make it more equitable (Page 7).

► Elected Hugh H. Harrison of Seattle-Tacoma as international vice president from the Western Region (Page 2).

► Gave full support to the Washington-Baltimore Guild's strike at the Bureau of National Affairs and contributed more than \$400 to the strikers (Page 5).

► Called for immediate passage of the 1966 Civil Rights Act and urged Guild locals to accelerate their efforts in the areas of human rights and political action (Pages 10 and 11).

► Renewed the Guild's call for legislation to curb the growth of newspaper monopoly and urged legislation to insure a reporter's privilege to protect his sources (Page 10).

In mobilizing the Guild's resources for intensified wage bargaining, the convention rejected two proposals that would have modified the collective-bargaining orientation of the coming year's Research and Information and organizing programs.

It defeated an amendment that would have given the preparation of educational materials "equal priority" with bargaining materials in the Research and Information program (Page 6). And it rejected an amendment that would have required the formulation of a "new and revitalized" organizing program in favor of an organizing approach geared to bargaining gains (Page 6).

The convention, in adopting the report of its Collective Bar-

(Continued on Page 2)

## Convention Spotlight

The Washington Convention, in addition to taking a wide range of actions, heard:

• AFL-CIO President George Meany on strikes (Page 1).

• Vice President Hubert H. Humphrey and Sen. Edward M. Kennedy in humorous and sober veins (Page 3).

• ANG President Arthur Rosenstock on monopoly (Page 4).

• Rep. Roman C. Pucinski on wage guidelines (Page 14).

• ANG Executive Vice President William J. Farson on bargaining prospects (Page 4).

• ANG Secretary-Treasurer Charles A. Perlik, Jr., on assessments (Page 4).

## Guild Wins Election In Pottstown

Pottstown, Pa.—The Philadelphia Guild gained a new unit at the Pottstown Mercury Aug. 5 by winning twin National Labor Relations Board elections.

Editorial employees voted for the Guild by 14 to 3, and advertising employees by 11 to 2.

Local Administrative Officer David S. Schick, who conducted the organizing campaign, said a single contract will be negotiated for both groups.

In establishing the bargaining units, the NLRB rejected management's proposal that the election also embrace business, circulation and maintenance employees.

Bargaining on an initial contract is scheduled to begin as soon as company officials return from vacations.

The new unit has won a pledge (Continued on Page 15)



**WALKING DELEGATES:** Coat over shoulder, Hugh H. Harrison, ANG's new Western Region vice president, joins San Francisco-Oakland delegates on the Bureau of National Affairs picket line during the Guild's Washington Convention. (Story on Page 5.)

Guild Reporter Photo by Dale Larson

## Pay Increases Up To \$24 Won In 2-Year Providence Contract

Providence, R.I.—Increases of up to \$24 in minimums, including a \$17.30 increase in the top reporter minimum, have been won in a two-year contract at the Providence Journal and Bulletin.

The reporter top goes up \$9 the first year and \$8.30 the second to reach \$161; the top for section editor, highest paid position in the contract, is raised \$18 the first year and \$6 the second, to \$182.70.

The contract also provides a fourth week's vacation for the first time, after 15 years' service, as well as gains in automation and jurisdiction protection, night differentials and mileage.

General increases range from \$4 to \$6 each year, with the first

year's increase retroactive to Jan. 1.

The top for cartoonists, editorial writers and special writers goes up \$14 and \$6, to \$173.70 in the second year. Minimums below the reporter level are up \$4 each year, with that for society writer going to \$124.50.

The night differential has been increased from 90 cents to \$1.20 per shift. Weekly mileage minimums for regular car users are increased from \$13 to \$15.50, with the rate for miles over 100 raised from five cents to eight. The rate for occasional users is raised from nine cents to 12.

A revised automation clause bars dismissals or pay cuts and requires notice to the Guild of

new equipment or processes. It provides for negotiations on resulting problems, with disagreements subject to arbitration.

Guild jurisdiction is assured over work substituting for or evolving from work presently performed in the unit.

In addition to instituting a fourth week's vacation, the contract reduces the requirement for three weeks from five years' service to three. In addition, employees receive one additional day for each year of service between 10 and 15.

Up to two weeks' military training leave is provided, with management paying the difference between military pay and the employee's salary.

## Meany: Right To Strike Is Basic To Bargaining

Free collective bargaining presupposes the right to strike, AFL-CIO President George Meany told the Guild's Washington Convention, and without that right workers go to the bargaining table "naked and helpless, without any weapons whatsoever."

Meany, in a convention-banquet address that received standing applause, cited the airline strike and noted that "our erstwhile friend, Sen. Wayne Morse," had introduced legislation to force the machinists back to work.

"I get somewhat upset," he said, "by politicians who . . . talk about free collective bargaining as if it were something sacred, and then when free collective bargaining, in its very normal, natural process, results in a strike, they think that a strike is something sinful."

American labor has no quarrel with the profit system, Meany said, "but we do want a fair share for the worker who makes his contribution to the system, and we are going to keep on fighting for a fair share through strikes and through any other legal method that we have," including political action.

The Guild has "an important part to play" in this fight, Meany declared.

"And," he concluded, "I am completely convinced from what I know of the Guild and its history and



AFL-CIO President George Meany addresses the convention banquet.

tradition that it is going to play its part."

Following is the text of Meany's speech:

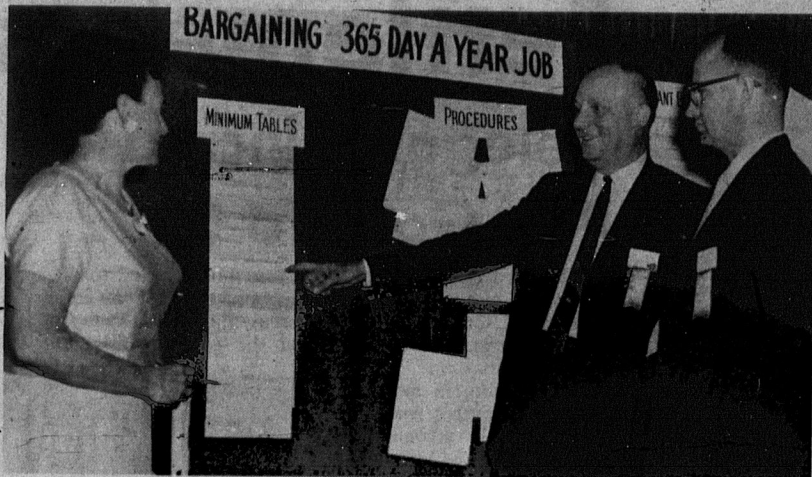
I REMEMBER the early struggles of the newspaper reporters to get recognition for their organization as a trade union. And I remember only too well the opposition. We were told, on the editorial pages, that newspapermen were professional men, that unions were not for them, unions were all right for truck drivers and plumbers, electricians, bricklayers, machinists, but unions were not for newspapermen.

Of course, this was the prejudice they faced, and they were told also that if they joined unions and became part of the trade-union movement it would prevent them from doing their job, it would prevent them from carrying out their responsibilities to the papers, that they would naturally be biased, and so on and so forth.

Well, there was one thing that they didn't say—that newspapermen had the same problems as any other individual who worked for wages any place, any (Continued on Page 12)

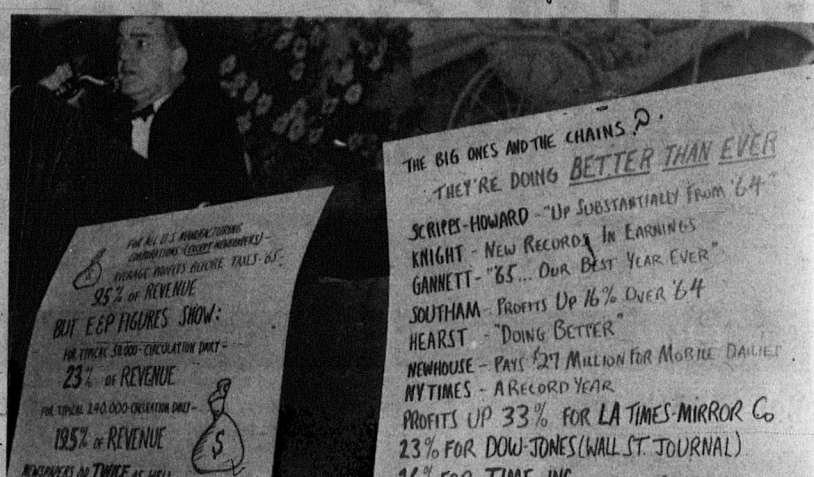


# Convention Gives Top Priority To Wage Drive



**'365-DAY JOB':** With a major bargaining drive the theme of the convention, Robert M. Crocker, chairman of the Collective Bargaining Committee, cites Guild goals at bargaining display to Jean

Pakenham of Toronto and John R. Fleming, Buffalo Guild president. At right, soaring newspaper profits are the takeoff point for collective-bargaining clinic, with Director J. William Blatz at the microphone. Robert



Christofferson, executive secretary of the Contracts Committee, followed with advice on local application of profit figures, and International Representative Charles Dale concluded with advice on how to capitalize on them.

(Continued from Page 1)  
gaining Committee, headed by Robert Crocker of Wire Service, called for "increased pressure for large increases in wages in view of general prosperity and our industry's ability to afford decent pay levels—something long denied to our people and still resisted by the employers despite their overflowing coffers."

In addition to revising the Guild's wage goals to keep pace with rising prices and productivity, the convention called for increased efforts to eliminate wage inequality for women, to gain automation protection, to increase job security and to gain the benefits of shorter hours, more holidays, longer vacations and better pensions.

The Collective Bargaining Committee, stating concern over

"a rising number of misunderstandings between locals and the Contracts Committee," reviewed the situation at length.

"Recognizing that some differences in this area are inevitable," the Collective Bargaining Report said, "the convention nevertheless stresses that it is of the utmost importance that there be efforts on both sides, that of the locals and that of the committee, for a co-operative working relationship."

"Even in a union which traditionally has stressed a high degree of local autonomy, it is necessary that there be adherence to a sound pursuit of the international's bargaining goals through policies set by conventions and administered by the International Executive Board through the Contracts Committee. Locals are urged to consult closely with the Contracts Committee."

"It is equally important that the Contracts Committee exercise its authority with care and restraint, giving careful consideration to the advice and opinions of local leaders."

"The Contracts Committee should study the methods and procedures by which various locals have produced settlements advancing the Guild toward its goals. Successful bargaining must depend on sound bargaining at the local level, supported by members with confidence in their negotiators and in ANG, and co-operative action is essential to this."

"The Contracts Committee should weigh carefully over-all bargaining results in proposed local settlements while guarding against any defects not justified by the over-all results."

The Collective Bargaining Re-

port put the Guild on record with other unions "in the belief that the President's 3.2-percent annual wage-increase guideline is unrealistic."

"It is particularly unrealistic in the news industry," the convention said, "in which profits have ranged from 19 to 23 percent of revenue before taxes, compared with the average 9.5 percent of revenue before taxes prevailing in other industry."

Several Guild locals achieved "long-standing goals" in fiscal 1966, the convention said, "only to find not only the gains but the goals themselves outstripped by a racing economy."

Last year's convention adopted a \$270 wage goal, the report noted, "but already the sharply rising cost of living and the increase in national productivity have made even that figure obsolete as a goal."

The report noted that last year witnessed the Guild's largest wage gains since 1947, averaging \$11.87 at the top reporter level, 73 cents higher than the previous year.

"But current wages and benefits do not accurately reflect the degree of skills required of our members," the convention declared. "This is made obvious by the difficulty employers experience in finding and keeping employees."

"With increasing frequency, potential employees are finding the wages and benefits offered by related industries, such as public relations and advertising, more attractive. Obvious also is the fact that employers are not channeling into wages and benefits an equitable portion of their soaring revenue."

The delegates noted that last year's convention, in setting wage goals of \$270 and \$135, termed it "highly debatable" that "even this would constitute adequate recognition of the skills and abilities of Guild workers today."

"Events have proven this to be the case," the 1966 Convention said, noting that increases in prices and productivity since the Guild's original \$100 and \$50 goals were set in 1946 "show that the \$100 goal requires \$292 (in 1966 dollars), and the \$50 goal requires \$146."

"The present nature of our economy requires that these goals be re-examined each year," the convention said.

While noting that newspapers with pay inequities for women are "in a dwindling minority," the convention urged heightened efforts to eliminate such discrimination, "usually most apparent in the minimums for society report-

ers as compared with those for general news reporting."

The convention made these other recommendations:

► Increased pressure for notice of automation and new methods, protection against dismissals resulting from them and retraining at the employer's expense for workers displaced by them.

► Increased efforts to "assure job security of our members through adequate jurisdiction clauses" and guidance by the International Executive Board to locals on "farming-out" of work and "fragmentation of jobs."

► Increased efforts to "build interunion co-operation at the local-union level and to bring about 'the greatest amount of interunion co-operation at the international level.'"

► Increased efforts to gain shorter hours, more holidays, longer vacations and better pensions—"all of which our free-enterprise economy, and especially our own industry, both well advanced into the computer era, can easily provide."

► An effort by locals negotiating Guild pension plans to bring the plans into ANG's Commingled Pension Fund "for greater investment return and lower administrative costs."

## Harrison Wins Coast IEB Seat

Hugh H. Harrison, president of the Seattle-Tacoma Guild, was elected international vice president from the Guild's Western Region without opposition at the Washington Convention.

Harrison was the sole candidate to be nominated on the convention floor. Lynn Igoe, one of two announced candidates from the Los Angeles Guild, was among those who seconded his nomination.

Nicholas Abraham, the other Los Angeles candidate, also withdrew at the convention.

Harrison's candidacy received decisive impetus early in the convention when he won the support of delegates from San Francisco-Oakland, the West Coast's second largest local. Los Angeles is the largest.

Harrison, a Seattle Times copyreader who served twice before as local president, took office immediately, filling the vacancy created by the resignation last February of James P. Bennett of Los Angeles. He will serve out the remaining 14 months of the term.

The absence of a contest made a referendum unnecessary, but the convention elected an International Election and Referendum Committee consisting of Roberta Bailey of Philadelphia, Thomas Fay of New York, Philip Feldman of Rochester, Harlan Draeger of Kenosha and Glen Ogilvie of Toronto.

The convention, acting on an International Executive Board recommendation, amended the ANG Constitution to provide for a drawing to determine ballot order in election contests. Heretofore, candidates have been listed in



**FIRST OFFICIAL ACT:** Seattle-Tacoma Guild President Hugh H. Harrison, newly elected ANG vice president from the Western Region, makes his acceptance of the post official as Secretary-Treasurer Charles A. Perlik, Jr., looks on. Harrison was unopposed for the International Executive Board seat.

alphabetical order on the ballot. The deadline for notifying locals whose returns have not been received from the 24th day after mailing of the ballots to the fourth day after the deadline for posting returns.

In other election amendments, the convention stipulated that Wire Service Guild members shall vote in the region in which their bureaus are located and changed



## Guild Will Go To Cleveland, San Antonio

The Guild's 1968 Convention will be held in Cleveland and the 1969 Convention in San Antonio, delegates decided in deliberations marked by the only roll-call vote of the Washington Convention.

The delegates chose convention sites through 1969 after approving a constitutional change requiring selection three years in advance. The change had been recommended by the International Executive Board in the light of recent difficulty in obtaining suitable accommodations two years in advance.

The 1967 Convention will be held July 24 through 28 in Ottawa.

Cleveland sought the 1968 Convention to coincide with ANG's 35th anniversary. Cleveland is ANG's Local No. 1.

San Antonio, the Guild's only Texas local, said a Guild convention would spur Guild growth in the state. Cleveland won the nod over San Antonio for 1968 on a roll-call vote of 227 1/2 to 150 1/2.

San Antonio then bid for the 1969 meeting. San Diego also entered a bid but withdrew after overwhelming sentiment was indicated for San Antonio.

Omer Sumpter, executive secretary of the San Diego Guild, indicated the local would seek a subsequent convention.

Cleveland was placed in nomination by William C. Barnard, local president, who described his city as "the birthplace of the American Newspaper Guild."

"We still have a number of the original members," Barnard said. "We would wish that you delegates would choose to come to Cleveland and help us in honoring these people."

Barnard's invitation was echoed by James Stanton, president of the Cleveland City Council and a former business agent of the American Federation of Television and Radio Artists.

The San Antonio Convention will be the Guild's first in the South since it met in Memphis in 1940. Fred B. Walker, treasurer of the San Antonio Guild, and Roy Evans, secretary-treasurer of the Texas AFL-CIO, said a convention in San Antonio would help the Guild and the labor movement in Texas.

## Humphrey, Kennedy Cheered

# Convention Roars For Political Lions

Tumult erupted twice at the Guild's Washington Convention, first at the appearance of Sen. Edward M. Kennedy, and then for Vice President Hubert H. Humphrey.

Neither came with a prepared speech; both brought delegates to their feet and wives and children hurrying from the farthest corners of the Sheraton-Park Hotel.

Humphrey, an old friend of the Guild, set a stiff pace for his guard of honor from the Twin Cities Guild and the International Executive Board as he strode across the convention floor, waving and calling out greetings to newspapermen, some of whom he remembered from his home base in Minneapolis.

He left in a swarm of laughing children after handing out passes bearing his signature to the vice president's gallery in the Senate.

"I'm going to play with the kids," he said as he strode from the hall, and with a shout of "Come on, kids!" he staged an impromptu race to the head of the stairs.

In between, he touched off ripples of laughter at his own expense, sounded a call for action toward social justice and displayed a total recall of the events at his last address to the Guild, at its 1950 Washington Convention.

"I am Lyndon Johnson's Eleanor Roosevelt—I have been getting around," he said of the travel schedule that has taken him 316,000 miles in the last 18 months.

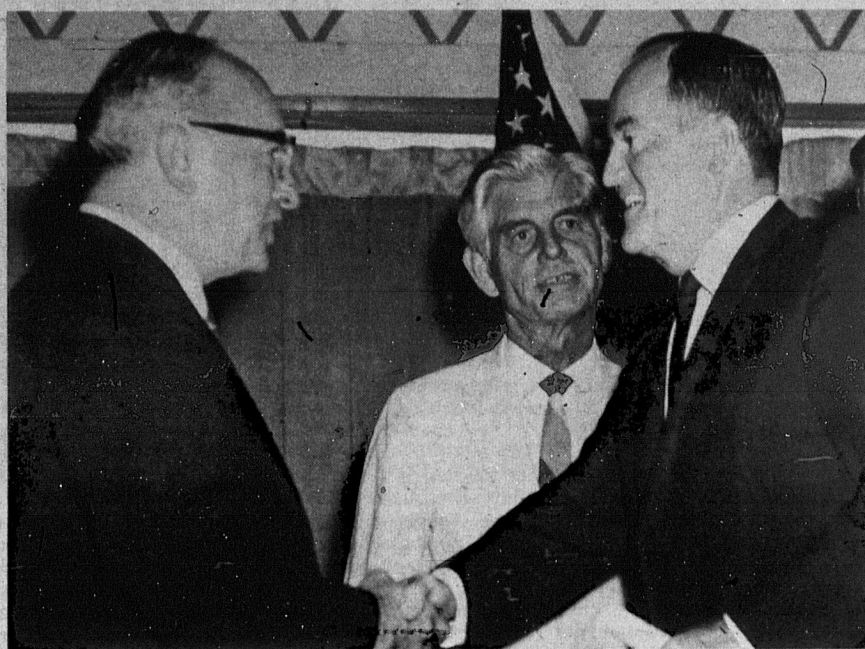
Told that the Guild has 12 vice presidents, Humphrey said, "I was up to see Dave Dubinsky's union, and he has 20—I'm doing the work of all of them!"

"We need every American today as never before," he said more seriously. "We need everybody doing a better job than ever before. We need everybody a little better trained, a little more skilled."

"When I hear people say to me, 'Well, what is there left for liberals to do?' I say, to make life better, to clean out the filthy slums of our cities, to defeat slumism in all of its meanings... the slumism of spiritual poverty, of economic poverty, of poor education, of frustration and bitterness and not being



SEN. EDWARD M. KENNEDY  
"A National Emergency?"



**LBJ'S ELEANOR:** Vice President Hubert H. Humphrey is greeted by ANG President Arthur Rosenstock as he arrives at Guild convention in the

course of long-distance travels that led him to characterize himself as "Johnson's Eleanor Roosevelt." At center is ANG Executive Vice President William J. Farson.

needed and not being wanted and being shunted aside and told to get-out of the way.

"We have had many people trying to run away from these problems as they dash hither and yon to the suburbs or to another part of the country, but soon they catch up to us..."

"I guess I can conclude by telling good union members that you are only as strong as your weakest member, and when you have a union that sticks together, works together, fights together, you have strength, and if you have one in which somebody just fades out, you don't have much."

"Americans have had to learn that we either have first-class citizenship for everybody or it becomes a rather second-class citizenship for almost everybody."

Sen. Kennedy, too, held his audience with a mixture of humor and seriousness after striding into the convention with an escort of New England Guildsmen and being introduced by Boston Guildsmen Joseph B. Downey.

"We Kennedys get our share of publicity," he said. "I had quite a bit of play at the end of the last session when I supported a Boston fellow for a judgeship."

"Looking back on it, I think it might be a lot easier to get a judge elected than it is to get one appointed."

Of the interest surrounding the presidential aspirations of his brother, Robert, he said: "Bobby finally got tired of all the indecision and he went to the White House. He said,

"Mr. President, should I run for the presidency in 1968 or 1972?" and the President said, 'Run in 1970, Bobby; the party that's out of power always does better in the off year.'"

He reported on the Senate Labor Committee's deliberations on possible action to end the Machinists' strike against the major airlines, then three weeks old.

The question, he said, was whether a national emergency existed and, if so, if Congress should create ad-hoc legislation to end it.

"A more fundamental question," he said, is "can we expect to continue with free collective bargaining in any specific situation when the burden of price stability for all our economy is said to rest on an individual settlement."

"If we are going to abide by wage-price guidelines," he said, "and certainly I support the concept of wage-price guidelines, the question remains... whether the whole concept of collective bargaining can be preserved... or whether we are going to have, in effect, the unions of the country bargaining with the government."

As a parting jest, Kennedy made off with the convention badge lent to him by ANG President Arthur Rosenstock as the senator left the platform to visit briefly with the Boston delegation. Rosenstock called vainly for its return.

"Nobody ever gets anything back from a Kennedy," said the senator.

## Councils Rescind Ouster Of Miller After Canadian Walkout

A move rescinding the election of Ross Miller of Toronto as president of the Conference of District Councils was reversed after delegates of four Canadian locals walked out of the closing session of the Guild's Washington Convention in protest.

Canadian Regional Vice President Robert J. Rupert hailed the conference's action in "correcting its error" and voiced confidence that the step would "go a long way toward reuniting Toronto and the rest of the American Newspaper Guild."

Members of the Toronto, Ottawa, Montreal and Canadian Wire Service locals left the convention's final session en masse the morning after Miller's election was set aside and Robert Golden of Lehigh Valley was returned to the post he had held for five years. The Vancouver-New Westminster and Victoria locals did not join the walkout.

The conference, an unofficial body unrelated to the convention, was reconvened by Golden after

the convention adjourned, and Miller's election was reaffirmed.

This week the Washington-Baltimore Guild's executive board voted to disaffiliate from the Southern District Council "because it cannot in good conscience continue its association with an organization—the Conference of Councils—headed by a strikebreaker." It urged other locals to follow suit.

Miller, one of several hundred Toronto members who have been crossing printers' picket lines for the past two years, is president of the Canadian District Council.

He was elected conference president at the conference's annual meeting July 24 after Golden declined re-election. Miller defeated James H. White of Memphis by an 11-to-10 vote in secret balloting.

The conference was reconvened four days later at the request of several councils that objected that their delegates had voted without instructions, and Miller's election was set aside by a vote of 14 to 4.

The conference heard strenu-

ous objections to the action from three Canadian Guild leaders—Rupert, Orval R. McGuire, executive secretary of the Toronto Guild, and Murray Tate, sole Guild member to honor printers' picket lines at the Toronto Star.

McGuire, who said he had been designated by a caucus of Canadian locals to oppose Miller's deposition, charged that the move was prompted by Miller's action in crossing the picket lines.

He said Miller and other Toronto members at the Star and Globe & Mail were required to do so by Ontario law and their contracts. At the Toronto Telegram, where 50 members observed the lines, a contract clause permits them to do so, he pointed out.

Rupert, while declaring that "good trade unionists don't cross picket lines," said that other Canadian locals—critical of those who have crossed the printers' lines—and those Toronto delegates who have been observing the lines were united in opposing the move to oust Miller.

Tate decried the move as an attempt to overturn "a legal, democratic election." Stating that Toronto has been subjected to "a torrent of abuse," he urged conference delegates not to "sit in judgment" on those who, unlike himself, chose to cross the picket lines.

Golden was elected over Miller in renewed balloting, however, by a vote of 11 to 5, with five abstentions.

The next day Toronto Guild president Glen Ogilvie announced that Toronto delegates were leaving the convention floor "in view of what happened last night," and delegates of the other three locals followed. Rupert, who joined the rest of the Ottawa delegation in leaving, announced he was returning as an international vice president to "show you we are prepared to stay and fight for our rights."

Golden convened the conference again as the convention adjourned, and International Vice President Daniel A. McLaughlin of the Middle Atlantic Council

moved to reinstate Miller as president "to retain harmonious relations in the best interests of the entire American Newspaper Guild." The motion was approved in a voice vote.

The Washington Guild executive board, in voting to withdraw from the Southern Council, rejected a recommendation by Local President Joe Holt Anderson, Jr., that instead of disaffiliating it "wash its hands" of the college newspaper contest as "the only useful function the conference performs."

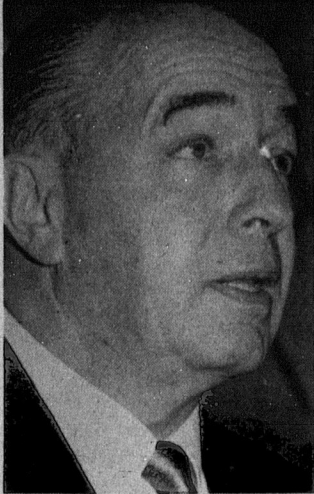
The board voted to hold its Southern Council per-capita payments in escrow until it can re-affiliate "without doing violence to established trade-union principles."

Roland C. Drouin of Manchester was elected secretary of the conference without opposition.

The councils agreed to exchange minutes of their meetings and to send representatives to each others' meetings where possible to promote the exchange of ideas.



## Rosenstock



# 'U.S. Dragging Feet On Monopoly'

contraction and butchery in the Fourth Estate to continue apace."

Rosenstock called on the convention to renew the Guild's call for legislation providing a "guardian-waiting period" that would afford outside purchasers the opportunity to buy a failing paper at its fair market value to forestall its sale to a competitor "in the dead of night to be murdered, thus giving the engorging publisher a monopoly in his empire."

Recalling that the 1965 AFL-CIO convention had endorsed such legislation, Rosenstock said: "Let's roar just one more time into our echo cave. We ask that the Resolutions Committee of this convention unleash its flaming sword—for this burning issue, we repeat, cannot be illuminated with half-lit fires and certainly not by banking them."

Rosenstock also called for legislation to subject the sale of newspapers and news magazines "to the higher impact of the graduated corporate income tax rather

than invite, yes spur, their sale by the irresistible lure of the minor capital-gains windfall."

"All children are aware that Congress is barred by the First Amendment from abridging the press," Rosenstock declared, "but do they know that by its failure to fortify the Justice Department the Congress has permitted grasping, callous men a field day to perpetrate that which is properly forbidden to Congress itself?"

"Donald F. Turner, head of the Antitrust Division, affixed to his office wall upon entering the job his hallmark: that he would not move against a merger unless there could be proved a lessening of competition."

"Let's cite one case—San Francisco, where one merged Sunday paper now exists where recently there were two independent ones. This merger not only reduced competition, it strangled it."

Reviewing the past year, Rosenstock cited Guild bargaining and membership gains. He emphasized

that the newspaper (and magazine) industry is enjoying record revenues and profits and that they are still rising.

"This is the glowing vista," he said. "But in the wake of this zooming, boastful ship there churns a murky flotsam of despair and stilled voices."

"Two giant and peculiar amalgams, called mergers, in San Francisco and New York City killed two Sunday papers and two dailies."

"Aside from the silencing of vibrant voices in the market place of ideas, the callous jettisoning of more than 3,000 human souls—1,200 of them Guild members—constitutes an act of infamy, for the owners of the New York combine have resources reported to approach 650 to 750 million dollars."

Rosenstock cited other suspensions in Indianapolis, Atlanta and Vancouver, in which another 1,000 jobs were lost, adding: "There were many more con-

tortions and writhings in our industry—merger, suspension, amalgam, you name it—and the guillotine fell on Guildsmen and non-Guildsmen, unionist and nonunionist alike, for the fealty of Mammon is solely to its own."

While noting there were 12 fewer dailies in the United States in 1965 than in 1964, Rosenstock emphasized that newspaper monopoly was of as great concern to the last Guild convention in Washington in 1950 as it is today.

"We could cull the intervening years, weigh the carcasses and measure the depth of the tears," he said, "but compassion for us all stays that futile exercise, and the main thrust of this polemic is quod erat demonstrandum or Q.E.D."

Returning to bargaining, Rosenstock said Guild wage gains during the past year were "the best in a generation."

"But our gains in the past year were not accomplished solely with (Continued on Page 15)

## Farson



# 'Guild's Biggest Year Lies Ahead'

these opportunities—have never been better," he said. "We shall continue to concentrate on collective bargaining and are determined to improve on the \$11.87 average two-year increase at the top reporter level achieved last year."

"The \$200 minimum, like the four-minute mile run, appeared unobtainable just a few short years ago. Once the barrier was broken, however, contracts with eight more papers made it. And some have gone on to make a beginning toward last year's \$270 wage goal."

The Collective Bargaining Department's stepped-up aid to locals will be continued, Farson said. "In fact," he stated, "we hope to increase the services of this department."

He called on the delegates to "use these tools to inform your membership and in preparation for contract renewal, as well as

in your actual collective bargaining."

Noting that a number of publishers have lately agreed that inadequate salaries are discouraging journalism-school graduates from entering the newspaper business, Farson said: "Let us help the industry, the journalism graduate and ourselves by raising minimums to a competitive position with other media."

"With the industry more prosperous than ever and forecasts of even greater profits in the future, our opportunities are limited only by our energy and determination to get adequate compensation and a fair share of the profits we help produce."

Turning to the Guild's continuing efforts to promote more effective interunion co-operation, Farson reported on the three meetings held during the past year between a committee of international and local Guild offi-

cers and the International Typographical Union's executive council.

"The Guild Reporter reported these meetings, including a proposal by the ITU at our last meeting, in San Francisco, that the Guild affiliate with the printers on a limited basis," Farson said. "While this proposal was unacceptable to the Guild, we nevertheless have pushed for continuing discussions."

"I know that some Guild members believe effective interunion co-operation could be achieved readily if reasonable men would only sit down and talk. But it is not quite that simple."

"Most craft-union members are as interested in more meaningful interunion co-operation as we are. But constitutions, long-standing policies and union politics inevitably influence a union's postures and actions, which often are virtually impossible for other unions

to understand."

"For instance, on the first of one month last year, members of one craft union were ordered to cross a Guild picket line and were told that failure to comply could result in constitutional charges against them. The monthly publication of this union, dated the third of the same month, carried a story decrying the fact that another union was crossing one of its picket lines. The story said that union people don't send their dollars or their members across picket lines."

"In a case like this, it is difficult for us to determine whether policy had taken a 180-degree turn in three days or whether policy is made from day to day—and, if so, on what basis."

"The president of another craft union, in addressing the labor session of the publishers' recent annual convention, reprimanded the (Continued on Page 15)

## Perlik



# 'Levy's End Depends On Strikes'

benefits in New York until all disputes at the World Journal Tribune have been resolved and the company begins publication, he said.

Unless there is an "unusual prolongation" of the New York stoppage, he said—and unless some new emergency intervenes—assessments will end with the November levy.

In an analysis of ANG's financial position, Perlik recalled the situation on April 30, when the Defense Fund stood at \$740,000 and the IEB had just levied two assessments to restore the fund to a million dollars after the Boston strike.

"Beginning in mid-May," he said, "the first of these assessments began reaching ANG headquarters at a rate of about \$108,000 a month. . . . Add the monthly per-capita apportionment of \$27,000, and this produces de-

fense income of \$135,000 a month."

At the same time, he reported, benefits in New York, Toronto and Washington were costing about \$60,000 a week.

"Four weeks of benefit payments come to about \$240,000; two months of Defense Fund income including assessments, amounts to about \$270,000," he said, adding that the \$30,000 difference "helps pick up the extra week every third month that comes because months are longer than four weeks."

Thus, he said, a rule-of-thumb formula shows that two assessments are required for each month of New York benefits.

"Using the two-for-one formula," he said, "we've had three months of benefit payments in New York, so it will take six months of assessments to pay for them—April, May, June, July,

August and September."

"But that would leave us just where we were last April 30," he noted, "with Defense Fund assets in the neighborhood of \$740,000. So it will take two additional months—October and November—to bring the Defense Fund back to the million-dollar floor."

Repeating his warning that future developments may upset any such projection, Perlik urged locals to avoid making unqualified predictions about assessments to their members.

A flat statement by one local to its members earlier this year that "the Boston assessment would end in May" caused "confusion and disgruntlement," Perlik said, when assessments continued after the New York strike began. He urged "special care and caution" in discussing assessment situations, adding:

"In your anxiety to soften the

blow as much as possible, please don't understate the case."

The year ahead, Perlik said, is not beginning under "the most auspicious circumstances" in the light of the loss of 800 jobs as a result of the New York merger.

Such a loss, he said, "is of more than routine significance in an operation of our size," representing an income loss of \$1,700 a month, \$1,000 of it in the General Fund. "The amount is two-thirds of the increase in income that application of ANG's per-capita formula would have produced this year," Perlik noted.

The result, he said, has been a cut of one in ANG's authorized field staff and a sizable deficit in this year's budget. But he added:

"I see this as only a slipped cog in our financial mechanism. We've had these lurches before; we've survived them, gotten over them. And we will this time, too."





**DINNER FOR EIGHT:** Eight Cleveland Guild delegates walk the picket line at the Bureau of National Affairs while eight BNA strikers to whom the Clevelanders gave their convention-



banquet tickets park their picket signs and dine. On the line, in marching order, are Jack Weir, Cleveland executive secretary; William Barnard, president; International Vice President Noel Wical, Betty Klaric, Matt Fenn,

James Naughton and Michael Kelly. The eighth member of the Cleveland delegation, William F. Miller, stepped out of line to snap the picture. The strikers received a standing ovation at the banquet.

## Delegates Join BNA Fight With Funds, Feet, Hearts

Washington convention delegates took to the picket line to demonstrate their support of Guild strikers at the Bureau of National Affairs, then passed a resolution denouncing the company's strike-breaking tactics.

Delegates appeared on the picket line daily, some in large contingents. The Washington-Baltimore Guild's "Back BNA Boycott" stickers, attached to convention badges, were in evidence all over town. At the entrance to the convention hall stood a small table holding the embattled unit's strike bulletins, dominated by a battered, bloodstained picket sign—the one worn by striker James Mitchell when he was slashed by a company guard July 20.

Delegates rallied to the picket line despite the sober reminder of Joe Holt Anderson, Jr., Washington-Baltimore Guild president, that violence had occurred on the line—and might occur again.

"So I am not asking you to walk this line," he said in his welcoming address, "but those of you who see Jim Mitchell's face will probably want to do so."

Mitchell worked with the convention office staff, operating a mimeograph machine.

At the convention banquet there was a standing ovation for a band of eight strikers, still in their picketing clothes.

In their places on the line were the Cleveland delegates, who had traded their tickets to the convention's banner event for the strikers' picket signs.

Speaker after speaker castigated BNA management during the convention, and delegates contributed \$422.51 to the unit's strike fund.

Small as the strike is, unit chairman George Riveire told the convention, it is based on an "issue of transcendent importance."

In its fight for union security, he said, "the unit is not asking anything approaching the full union shop—just a limited union-security clause that would enable the Guild to survive with decency at BNA."

"BNA promotes itself as one of the leading experts in the field of labor-management relations," he said. "Yet it is incapable of bargaining a decent contract with its own employees."

"It allies itself with right-to-work forces. It demands that strikers be fired or transferred. . . . A company-hired guard pulls a knife on one of the pickets and

slashes him from face to knee. The company president himself leaps into a picket-line fracas and engages in a set-to with a picket."

In the "long, weary and at times nightmarish three months" of its strike, he said, the unit has been sustained by the donations of other Guild locals.

"Without this tangible evidence of your support, we would have been dead long ago. I hope you keep it coming."

The Guild is trying "to drag BNA into the 20th Century of fair bargaining," ANG President Arthur Rosenstock declared in his opening address.

"This is a vampire attack on the Guild," he said. "BNA own-

ers suck the blood—that is, revenues—from countless international unions and vast sums from government—our taxes—to make their profits.

"Return a bit of that blood to the veins of Guildsmen? Not on their life! Union security from a vampire that lives off unions? Over the owners' dead bodies!"

The convention resolution said BNA strikers have been subjected to "threats, bribes, cajolery, lies, insults and attacks with dangerous weapons" in an effort to break their strike.

It urged federal agencies to stop "subsidizing scabs and strike-breakers" and "taking sides in a labor dispute" by continuing their

subscriptions to BNA publications, and it called on BNA management to "come to its senses" and reach a settlement.

The resolution called for special action by the AFL-CIO Executive Council endorsing the BNA boycott, which already is being observed by 75 international unions and hundreds of local, state and regional affiliates.

Noting that it is increasingly difficult for union members to be certain that the goods and services they buy are produced under union labels, the convention called in another resolution for a wider publicity effort in this area.

It urged the AFL-CIO Executive Council to create a new office

to co-ordinate the promotion of "such necessary primary consumer boycotts as may prove useful in protecting workers from exploitation" and urged wider boycott publicity in the labor press.

Solidarity with the BNA strikers was pledged by spokesmen for Washington and Baltimore AFL-CIO councils, both of whom recalled the Guild's picket-line struggle last year at the Baltimore Sunpapers.

"To see the people in the Guild are the shining lights of the labor movement today," said Dominic N. Fornaro, president of the Baltimore Council of AFL-CIO Unions, "because most of the labor movement today is what the bigshots of business call them—a bunch of fat cats."

"They have lost, to my way of thinking, their fight, and the Guild is establishing this record by the fight at the Sun and your fight here with BNA."

"Reporters and people in the Guild are just like schoolteachers," he continued. "They used to look down their noses at the blue-collar worker, but they found by being together and being united they can accomplish for themselves what they want and what they stand for, and this was done in Baltimore."

He recalled the picket line that ringed the Sunpapers as Baltimore unionists rallied to the Guild's support in the face of an injunction limiting Guild picketing.

"We came through with flying colors," he said, "and this is what you will do at BNA if you stick together and get the support from the other local unions, the central labor bodies, which you will get, because I think you are in an era of new leadership."

Philip J. Daugherty of the Maryland State and District of Columbia AFL-CIO executive board predicted that BNA "will come around to a fair and decent settlement, not because they want to, but because of the militancy and the solidarity of Local 35 [Washington-Baltimore] members of the BNA Unit and the local labor movement."

The convention reaffirmed the Guild's solidarity with 1,200 craft-union strikers in the third year of their strike against Kingsport Press in Tennessee.

It called on Guild locals to "give every assistance" to central labor bodies in publicizing the strike and in asking school boards to cease using tax money to buy books produced at Kingsport.

## Guild Modifies Security Demand, BNA Hardens Contract Stand

Washington-Baltimore Guildsmen on strike at the Bureau of National Affairs modified their contract proposals last week in an effort to achieve a settlement, but the company countered this week with more stringent terms than before.

At a mediation session Aug. 5—the first bargaining session in more than a month—the Guild modified its union-security proposal, offering a formula for adjudicating the cases of new employees who decline to join the Guild.

But at a mediation session Aug. 10 the company not only renewed its insistence that four strikers be discharged but added the proviso that all strikers who have been "permanently replaced" must go on a rehiring list.

BNA also modified its offer of maintenance of membership for all present members, declaring that it would recognize as Guild members only those who certify their membership in a letter to the company.

The Guild's new proposals came 11 days after the BNA Unit unanimously rejected the company proposal under which the four strikers would have been fired and a number of others transferred. It would have exempted from Guild membership any new employee who chose to reject it in writing within a specified period.

Besides providing amnesty for all strikers, the Guild's proposal would require new employees to join the Guild until Guild mem-

bership totaled 70 percent of the bargaining unit unless they could offer valid reasons for not doing so. The validity of any such reason would be considered by a joint company-union committee, with any exempted employee paying an agency-shop fee.

Present members would be covered by maintenance of membership, and other present employees would have to state their refusal to join in writing within 30 to 40 days after contract signing. After the 70-percent figure was reached, any new employee would have to state his refusal to join from 30 to 40 days after being hired.

Meanwhile, a Guild striker slashed by a company guard has filed a \$250,000 damage suit against BNA, the guard and his agency, Globe Security Systems.

A Criminal Court hearing is set for Aug. 17 for the guard, William I. Thornton, on a charge of assault with a dangerous weapon on striker James Mitchell July 20.

Mitchell, 29, required more than 100 stitches on his face, leg and stomach after being slashed at the BNA parking lot.

A U.S. attorney rejected a move by chief Guild negotiator Brian Flores to file assault charges against BNA President John D. Stewart and a nonstriking employee in the wake of another picket-line incident July 22.

The melee started when the nonstriker insulted a girl picket and pushed Flores while crossing the picket line, the Guild reported in a strike bulletin.

The nonstriker "wound up on the ground," the bulletin continued, and "Stewart . . . leaped into the fray, pummeling Flores's back."

The attorney held that there was insufficient "provable" evidence to justify a charge.

With the second edition of Labor's Weekly Digest, its strike publication, in the mail this week, the Guild reported an encouraging response to the first. The Digest is going to some 5,000 union officials, lawyers and other friends of labor as a replacement for BNA's boycotted publications.

A number of readers have made strike donations in lieu of subscription fees for the Digest, which is being sent without charge.

ANG benefits to BNA strikers went up \$5 a week Aug. 8 with the end of the 13th week of the strike.

In addition to \$7,426 listed previously, the local has reported the following BNA strike-fund donations:

|                                    |       |
|------------------------------------|-------|
| Cleveland Guild                    | \$ 50 |
| North Jersey Guild                 | 50    |
| Montreal Guild                     | 50    |
| Los Angeles Guild                  | 50    |
| San Francisco-Oakland Guild        | 100   |
| Columbus Guild                     | 25    |
| St. Louis Guild                    | 100   |
| Peoria Guild                       | 25    |
| Wire Service Guild                 | 75    |
| Puerto Rico Guild                  | 100   |
| Boston Guild                       | 225   |
| Philadelphia Guild                 | 25    |
| San Diego Guild                    | 20    |
| Erie Guild                         | 25    |
| Pressmen's Local 6, Washington     | 25    |
| Broadcast Engineers & Technicians  | 25    |
| American Federation of Teachers    | 50    |
| Oregon AFL-CIO                     | 20    |
| New Orleans AFL-CIO                | 25    |
| Waukesha (Wis.) Labor Council      | 10    |
| Teamsters Local 210, San Francisco | 50    |



## Convention Gears Organizing To Bargaining Gains

Declaring that "new and higher wage settlements" can be capitalized on as an organizing tool, the Washington Convention recommended "well-planned and concentrated efforts on unorganized papers in the areas where Guild wage gains have been achieved."

The convention, in voting to gear organizing efforts to bargaining gains, rejected a proposal for action on "a new and revitalized organizing program no later than the 1967 Convention."

"Unionism essentially is a matter of bread and butter," the convention said, "and potential new members understand the language of dollars and cents in increases achieved for other persons doing the same type of work on the same kind of newspapers."

These gains, said the convention in a report presented by a committee headed by William F. Miller of Cleveland, are "perhaps the most useful tool in organizing new members."

The proposal for a new organizing program came from a minority of the committee in the form of an amendment calling for "dramatic new ways" to "substantially increase ANG membership."

This week the executive board of the Washington-Baltimore Guild, which had supported the defeated amendment, authorized the appointment of a local committee to study Guild organizing possibilities and submit its findings to the International Executive Board early next year. The committee, to be headed by Gerard H. Borstel, will seek ideas from other locals.

The amendment, presented by Richard L. Batzer of Buffalo on behalf of the minority, said that Guild membership "has remained static at about 31,000 for the past several years" and that it

### Local Thanked For Bootstrap Host Efforts

The Washington Convention expressed "heartfelt thanks" to its host local for "our first bona fide 'do-it-yourself' convention."

The Washington-Baltimore Guild financed all entertainment during the convention without commercial sponsorship or contributions, using the delegates' \$25 registration fees in addition to local funds.

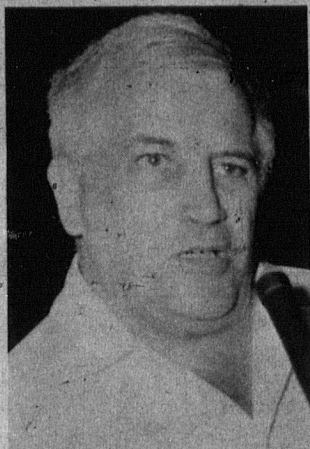
Its effort "may set a precedent for dignity and self-reliance," the convention said in a resolution.

The International Executive Board will consider the question of making the "do-it-yourself" policy permanent in future convention-entertainment programs.

The convention referred the question to the IEB after its Finance Committee rejected a Washington-Baltimore proposal that future registration fees be increased to \$50 to permit a less austere convention.

The convention voiced thanks to the following members of the host local's convention committee:

Jeanne Anderson, chairman; Gary James, Orr Kelly, Mary Kelly, Henry Decker, Roberta Hornig, Dana Monroe, Jane Asher, Robert Asher, Sue Cronk, Jean Hailey, Elizabeth Shelton, Nancy Reistrup, Dina Silberman, Walter Bassford, Denis Wagner, Joan Eagle, Nancy Puffenbarger, Nancy Monroe, Carole Orrick, Brian Flores, Joe Holt Anderson, Jr., and Harris Monroe.



FRANCIS S. RIVETT  
'Pie in the Sky'

was "extremely doubtful" that normal growth in the next year would offset the loss of 800 Guild jobs in the recent New York City newspaper merger.

"It is imperative that International officers, International Executive Board members and all Guild members should begin thinking now of new ways and means of revitalizing ANG organizing efforts," the minority declared. "Formulation of new ideas and new approaches to organizing is urgent."

But opponents of the amendment voiced doubts that a study of new organizing approaches would be productive.

International Vice President Daniel A. McLaughlin, declaring that "new members would naturally flow to demonstrated suc-

cess in getting bigger and better contracts," voiced confidence that results would be apparent by the next convention.

"I submit you cannot get on the back of a white charger and ride off in two or three directions at one time," he declared.

"There are no such things as new gimmicks and new ideas, except from experience," said Thomas J. Murphy, executive vice president of the New York Guild, "and they relate to individual and given situations."

"There is an old policy in organizing—go out and ask people to join the union and tell them why and what the advantages are."

Francis S. Rivett, president of the Albany Guild, decried the proposal as "pie in the sky through some new miracle formula that will be developed the next year."

Executive Vice President William J. Farson, terming the minority proposal "a search for a magic wand," said that a number of proposals made in the Organizing Committee had fallen because assessments or per-capita increases would have been required to finance them.

Joe Holt Anderson, Jr., president of the Washington-Baltimore Guild, demurred.

"I don't think it is riding off on a white charger to hope that we will have some new answers by a year from now," he said.

"I don't think it constitutes pie in the sky to take another look and see if we can't do better than we have done."



BRIAN FLORES  
'No Contracts Without Members'

And Brian Flores, Washington-Baltimore's local representative, argued that without the necessary members that come from organizing it is impossible to win "great collective-bargaining contracts."

"You have to organize the people, you have to stiffen their spines," he said, "then you go in and get yourself some of the best contracts in the country."

An amendment by Philip Feldman of Rochester to give added emphasis to organizing unorganized newspapers of chains in which some papers are organized, such as Gannett and Newhouse, was also defeated. Farson pointed out that efforts would be required in more than just these two chains.

The convention urged that new

emphasis be placed on a program of encouraging locals to detach qualified members for assignment to organizing projects in their areas, "with ANG providing financial assistance."

It recommended that ANG continue to seek and hire qualified local members for such purposes and that these members receive education in organizing techniques through ANG organizing seminars and materials.

"Because of the mushrooming growth of the radio and television industry," it said, "new organizing efforts may be fruitful in the news departments of radio and TV stations," particularly in Canada.

It recommended that the subject be given "serious study" by the IEB and that the board report on its findings to next year's convention.

The convention made these other recommendations:

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

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

"Fellow unionists often can provide valuable assistance in signing new members and new departments," the convention said.

## Delegates Put Research Emphasis On Bargaining

Citing the prospect of further "spectacular gains" in Guild wage bargaining, the Washington Convention recommended that ANG's Research and Information Department give "top priority" in the coming year to the preparation and distribution of bargaining materials in co-operation with the Collective Bargaining Department.

The convention defeated a proposed amendment to its Research and Information Report that would have given "membership-education" materials equal priority with bargaining materials. Opponents of the amendment said it would run counter to the convention's whole emphasis on bargaining.

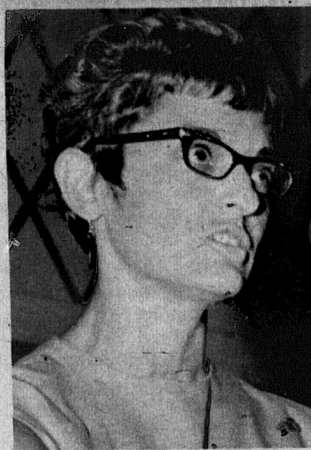
Declaring that "bargaining gains provide organizing opportunities," the convention recommended that this year's annual ANG regional-training institutes include sessions on organizing as well as bargaining.

It characterized the Research and Information Department as "an important part of the army" that the Guild has marshaled at the bargaining tables in the wake of recent wage-goal breakthroughs, "well-equipped for the task of showing members how to do more and how to get more."

It recommended that locals make "the widest possible use" of ANG materials "aimed at helping locals make their bargaining efforts more productive," as well as other educational materials.

"Locals must shoulder a greater responsibility if the department's work is to pay off in terms of 'more' for Guildsmen," the convention said in a report prepared by a committee headed by Barbara Wicklund of North Jersey.

"If R&I's educational materials are to accomplish their purposes," it said, "they must be



BARBARA WICKLUND  
'A Good, Fat Pay Raise'

put into the hands of all Guild members.

"If the regional institutes are to be useful, they must have audiences. If ANG programs are to have true effectiveness, then local 'in-step' programs must be started and cultivated, and local leadership must keep R&I informed on the progress of these programs."

Ken Barnette of Buffalo submitted an amendment that would have substituted "materials for membership education" for "bargaining materials," later accepting an alteration that would have given the two equal priority.

But the altered amendment was defeated after a number of delegates took the floor to urge that the focus be kept on bargaining.

Barnette, arguing that many locals have a "critical" need for educational materials on the Guild, assessments, strikes and other nonbargaining topics, urged the publication of new and revised brochures.

"There is no point in transferring R&I efforts to collective bargaining if you can't keep your

members after you have them or if they are being bought off by paltry raises," he declared.

Jack Weir, executive secretary of the Cleveland Guild, suggested the two areas be given equal priority, citing a need for "updated educational information."

But Executive Vice President William J. Farson objected that equal emphasis would "negate the whole program of this convention."

"We think the door is open to the best and most dramatic gains we have ever made," he declared. "This is your best information material, and it is your best organizing material."

"My personal feeling is that the best way to keep our members once we get them is to give them a good, fat pay raise every couple of years," said Mrs. Wicklund. "This can only be done through collective-bargaining help."

"Good contracts are the best organizing education that we could have," said International Vice President Noel Wical. "These materials require a great deal of time to prepare, and the R&I Department has only so many staff members."

After the defeat of Barnette's amendment, an amendment by Betty Klaric of Cleveland that ANG make bargaining and other materials available on request to locals in bulk at cost was carried.

The convention report cited publication during the past year of new editions of "If I Were A Newspaperman," the Guild's basic organizing leaflet, and "Careers for Negroes on Newspapers," and reported that a revised edition of ANG's stewards' manual, "Building A Strong Union," is being printed. The department also proposes to undertake the distribution of bulletin-board materials during the coming year, it added.



KEN BARNETTE  
'Need for Education Critical'

The convention made these other recommendations:

► That locals continue to develop "vigorous membership-education programs geared to their individual needs and utilizing locally oriented materials as well as ANG materials, sending samples of effective materials to the Research and Information Department."

► That district councils co-operate with the Research and Information Department in scheduling institutes in advance of key contract negotiations in each council area.

► That "renewed emphasis" be placed on the negotiation of contract clauses that provide for management financing of employee education and that locals "make every effort to include in their contracts provision for educational leaves of absence."

► That the International Executive Board make a study of the Guild's Code of Ethics, adopted in 1934, to determine the need for revision and report its findings to the 1967 Convention.



## Revised Assessment Schedule Eases Lower-Bracket Rates

ANG's Washington Convention revised the Guild's assessment schedule to ease inequities in the rates paid by members in lower income brackets.

Finding the Guild "basically in sound financial health" despite the necessity of projecting ANG's third successive deficit budget, the convention took these other actions:

► Stipulated that there shall be no further loans made from the International Defense Fund "for such purposes as real-estate purchases."

► Voted not to expand the present constitutional provision establishing ANG per-capita payments as one-half of dues payments equal to or less than the prevailing regular per capita.

► Voted not to permit the deduction of ANG group-insurance premiums before calculating such per-capita payments.

► Approved continuation of the current policy of Defense Fund reimbursements to the General Fund for the salaries and expenses of international representatives assigned to strikes and other emergencies but directed that it be kept under review.

The revised assessment schedule provides for two 25-cent reductions and one 50-cent reduction in the middle brackets and a 25-cent increase for members earning from \$175 to \$200, effective Jan. 1.

The old and new schedules are:

| Earnings       | Old    | New    |
|----------------|--------|--------|
| Up to \$49.99  | \$1.00 | \$1.00 |
| \$50-\$74.99   | 2.00   | 2.00   |
| \$75-\$99.99   | 3.00   | 2.75   |
| \$100-\$124.99 | 4.00   | 3.50   |
| \$125-\$149.99 | 4.50   | 4.25   |
| \$150-\$174.99 | 5.00   | 5.00   |
| \$175-\$199.99 | 5.50   | 5.75   |
| \$200 & over   | 6.00   | 6.00   |

The convention's Finance Report, presented by a committee headed by Joe Holt Anderson, Jr., of Washington-Baltimore, found the Guild in sound financial shape despite "massive mergers and lengthy strikes" that "put a temporary crimp in ANG's financial development during the past fiscal year and at the out-



JOE HOLT ANDERSON, JR.  
Finance Chairman

set of the current one."

"Despite being in a period of assessments," the report said, "our Defense Fund structure shows that we can meet challenges as great or greater than those we faced in the past year in the form of successive strikes in New York, a strike in Boston, in Puerto Rico, mergers in New York and San Francisco, the loss of a newspaper in Indianapolis and further emergencies in other corners of the Guild."

"While temporarily jolted by these events, the Guild finds no reason for undue concern or alarm over the condition of ANG's finances, and steady efforts to overcome the momentary setbacks should strengthen the union's financial health."

"The condition of the General Fund is satisfactory, for despite the second operating deficit in as many years, previous surpluses enabled us to begin the current year's General Fund operations with a surplus of just above \$22,000. Last year's deficit was barely half the amount that the previous convention had anticipated."

"Even with the loss of 400 members in the San Francisco merger and the disappearance of a paper in Indianapolis, per-capita averages reached their highest point in four years and General

Fund income from this source exceeded estimates by more than \$22,000."

The prospective loss of 800 members in the New York newspaper merger prompted the convention to reduce estimated per-capita payments to an average of 29,000 a month, 500 less than in previous years. But despite the reduction, it said, General Fund income will be \$14,000 greater because of "the higher per-capita rate generated by the spiral in top reporter minimums in Guild contracts."

The convention approved a 1966-67 budget of \$581,464 and anticipated income of \$569,937 but noted that the resulting \$11,527 deficit appears against a background of more than \$22,000 in surpluses from earlier years.

The prohibition against Defense Fund loans for real-estate purchases was instituted on a 24-to-21 vote in the Finance Committee. The action followed approval last fall by a divided International Executive Board of a \$62,500 loan to the San Francisco-Oakland Guild to help it purchase its own headquarters building.

After extended debate at its February and May meetings, the IEB, by a vote of 8 to 6, adopted a statement of policy on Defense Fund investments and the principles governing them, including investments in local real-estate projects such as San Francisco's.

The convention action applies only to future real-estate investments and does not affect the San Francisco loan.

In voting not to alter the provision establishing per-capita payments as one-half of dues payments equal to or less than the regular per capita, the convention approved an IEB recommendation rejecting a suggested expansion of the provision to cover dues payments up to double the per capita.

The proposal to deduct insurance payments before calculating the reduced per capita was sponsored by the Philadelphia Guild. Philadelphia members of the Finance Committee dissented from its rejection.

While voting to continue Defense Fund reimbursements for staff personnel assigned to strikes and lockouts, the convention instructed the IEB to keep the policy "under active review" and report to subsequent conventions "when it finds a propitious occasion to recommend a change."

## Wirtz Grounded

"A not very funny thing happened to me on the way to the American Newspaper Guild convention. An air-transport strike kept me from coming across town."

In these words Secretary of Labor W. Willard Wirtz made his apologies—by letter—for being unable to make a scheduled appearance at the Guild's Washington Convention.

It was one of several occasions on which the airline strike entered into the proceedings. The strike figured prominently in the speeches of AFL-CIO President George Meany, Sen. Edward M. Kennedy and Rep. Roman C. Pucinski.

"I hope you have enjoyed Washington during your meeting here and that you will be able to go home by air," Wirtz told the delegates hopefully.



**CONVENTION FAREWELL:** ANG Secretary-Treasurer Charles A. Perlik, Jr., fastens a 25-year Guild pin to the convention badge of Pete Sallaway, president of the Victoria Guild and vice chairman of the convention finance committee. Sallaway, who has headed the Victoria Local since it was organized as a federally chartered union in 1945 and who has been an ANG convention delegate every year since it joined the Guild in 1958, said he is retiring as local president and will attend no more conventions.

## Home Rule For D.C. Urged On Congress

Delegates to the Guild's Washington convention called on Congress to grant home rule to residents of the convention's host city.

The delegates acted on a resolution sponsored by the Washington-Baltimore Guild after hearing a challenge by Washington's top housing official, substituting for the city's nonexistent mayor.

Walter E. Washington, executive director of the National Capital Housing Authority, urged Guildsmen to let the rest of the country know what he called "the story of Washington behind the monuments."

"You have in your pens the opportunity and challenge to help fellow American citizens who have inadequate tools to help themselves," he said.

"You have the opportunity to help over 800,000 citizens secure a local government that will permit them to determine their priorities based upon the needs of their community," he declared, "the opportunity to help our President win what he terms the 'final battle of the American Revolution'."

In its resolution, the convention recalled that it had also supported home rule for the District



WALTER E. WASHINGTON  
"Story Behind the Monuments"

of Columbia in 1950, at its last Washington convention.

"Five different times since then," the resolution said, "the Senate of the United States has passed bills giving the District of Columbia its basic right of self-government. Each time the House of Representatives has, by fair means or foul, been made the burial ground of self-government."

## \$25,000 'Capital Gain' Voted To Mellett Fund

The Guild's special Mellett press-responsibility fund was increased \$25,000 by action of the Washington Convention.

The convention voted to transfer to the fund an amount equivalent to the increase in value of the 1,884 shares of Scripps-Howard Investment Co. stock left to the Guild by the late Lowell Mellett and now held by the International Defense Fund.

The stock was sold to the Defense Fund in 1964 at the court-appraised value of \$20.50 a share, and the proceeds used to set up the special fund. The stock's market value since then has appreciated to \$34—a total of \$25,434.

Subsequently, a separate, independent foundation, the Mellett Fund for a Free and Responsible Press, was incorporated in the District of Columbia to further the aims of the Mellett bequest: a study of ways to foster press responsibility without impairing press freedom.

Last May the IEB transferred \$10,000 from the Guild's Mellett fund to the foundation to initiate its activities. The convention's \$25,000 allocation to the Guild

fund, part of its Finance Report, followed an IEB recommendation for "additional financial impetus" now that Mellett activity is "on the brink of fruition."

Preparatory work has reduced the \$40,000 with which the Guild fund was launched, the IEB noted. The board of directors of the Mellett foundation, which held its first meeting in June, is preparing "a wide range of activities, including additional fund-raising efforts," the IEB reported.

The convention's Research and Information Committee, commenting on a proposal to establish an annual Mellett award for the most significant contribution to the development of a free and responsible press, noted that the Mellett program "now rests on the independent judgment" of the board of directors of the new foundation.

The committee, after hearing a full report on the project, recommended that the IEB make a comprehensive report to next year's convention on the availability of new funds from outside sources and on the foundation's contemplated programs.

## Our Name's The Same: Delegates Veto Change

The name will continue to be American Newspaper Guild.

Proposals by two locals to change the name were considered and rejected by the Washington Convention's Constitution Committee, headed by Ken Barnette of Buffalo.

The Victoria Guild had proposed that the name be changed to North American Newspaper Guild. The Canadian Wire Service Guild proposed Allied News Guild.

The Canadian Wire Service proposal was referred back to committee during the convention with a suggestion that it be referred to the International Executive Board for study, but the committee declined to recom-

mend the proposal's adoption.

To reduce a time lag in action on resignations from the Guild, the convention amended the Constitution to give local executive boards rather than the membership authority to accept or reject them. Rejection may be appealed to the membership.

A Buffalo proposal for exploring ways in which members who leave the industry might retain Guild membership on a non-voting basis was withdrawn when its advisability was challenged.

The convention amended the Constitution to change the quorum requirements for IEB meetings from five members for regular meetings and eight for special meetings to 50 percent for all.



# The Washington

# Whirl



New photo mural depicting the Guild's history and activities is examined by Raymond A. Mann, administrator, and Stella Roberts, secretary, of the Wire Service Guild during convention cocktail party at ANG headquarters. Delegates also visited ANG's new Heywood Broun Library, dedicated to the Guild's founder and first president.



Jeanne Anderson, convention chairman, receives a thank-you clasp from David S. Schick of Philadelphia at closing cocktail party in the National Press Club. At right, Dana Monroe, daughter of Washington's administrative officer.



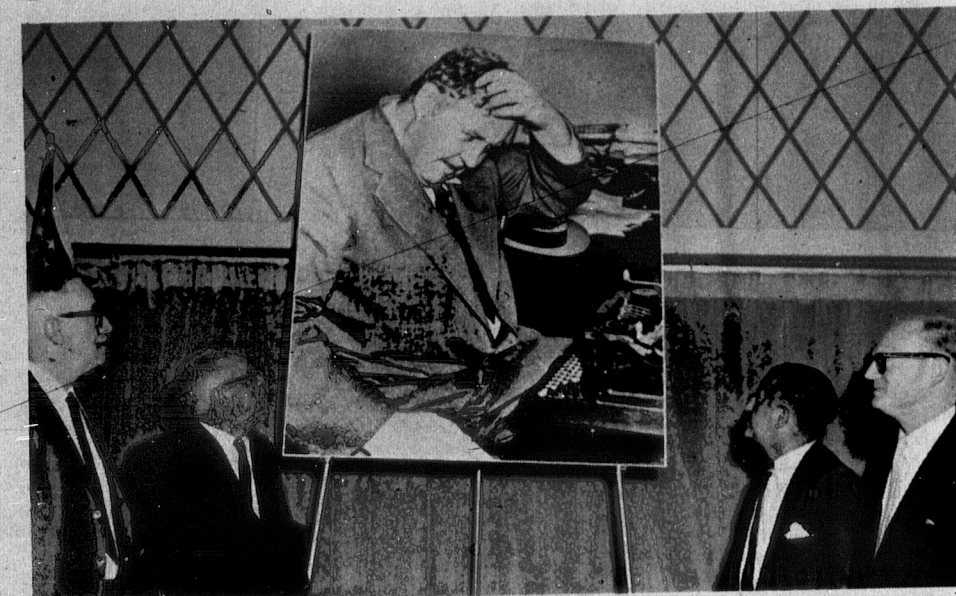
The three sons of Orval R. McGuire, executive secretary of the Toronto Guild, find a little bit of Canada in Washington as a mountie welcomes them to the Canadian Embassy during tour for Canadian delegates. From left, Jeffrey, Gregory and Timothy.



Rep. Lionel Van Deerlin, former president of the San Diego Guild, shows San Diego delegates Omer Sumpter and Marjorie Hawker he hasn't forgotten his two-finger typing during delegates' visit to Capitol Hill.



Between two hosts, ANG President Arthur Rosenstock affixes a San Antonio sombrero to the lapel of William C. Barnard, Cleveland Guild president, as Fred Walker, San Antonio Guild treasurer, stands by. Cleveland will host the 1968 Guild Convention, San Antonio the 1969 meeting.



Former ANG International Vice Presidents Gervase Love, left, Louis Ade, I. L. Kenen and Jack Howard cast a nostalgic eye at giant portrait of Heywood Broun at convention banquet.



Above, Dorothy Struzinski of the host Washington-Baltimore Guild shows Philip Feldman of Rochester the technique of crab consumption during crab feast at Sandy Point State Park. At right, Gregory Shea of Salem regards his dinner with awe and suspicion.





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"We in the news business have no excuse for being uninformed on political issues," the convention declared.

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"Only in this way can our locals have a voice in selecting the candidates that labor will endorse," it declared in a report by its Political Action Subcommittee, headed by Richard Baldwin of Buffalo.

The most urgent task on the political agenda, it said, is the return of freshman representatives who were swept into office in 1964 and who have contributed heavily to the "phenomenal record of the 89th Congress" in enacting "long-overdue social legislation."

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One of their main goals, the report said, is the promotion of "the misnamed 'right-to-work' campaign, which has deprived the citizens of 19 states of their right to organize effectively for collective bargaining."

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In Canada, it urged support of a nationwide drive by the Canadian Labour Congress, sparked by a Guild strike at the Oshawa

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The convention reaffirmed previous recommendations that all locals appoint political-action committees. Going a step further, it urged that these committees meet regularly, "develop meaningful programs and report to their locals," and that locals act on their reports.

The convention also recommended that:

► All Guildsmen be urged "to exercise the rights and duties of citizenship and to express themselves on publicly significant issues."

► U.S. locals make "every effort" to surpass the Guild's quota for voluntary contributions to COPE and that locals and district councils make treasury contributions to the COPE Voter Registration Fund.

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Martha Angle of Washington-Baltimore, committee chairman Richard Baldwin of Buffalo, Elizabeth Cox of New York and Bernice Brower of Erie. The earnest figure at left is part of a COPE display.

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The Guild's letter, sent over the signature of C. A. Paul, local president, protested both the manner in which the changes were disclosed to the staff and the company's failure to inform the paper's readers of them "while the changes still could be classified as news."

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## Terre Haute's President Dies During Convention

Eugene D. Rogers, 45, president of the Terre Haute Guild, died of a heart attack July 26 while attending ANG's annual convention in Washington.

Rogers, Terre Haute's sole delegate to the convention, was stricken in his room at the Sheraton-Park Hotel. He walked to an ambulance but died a short while after ar-



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riving at the Washington Hospital Center.

Rogers, a district manager at the Terre Haute Tribune and Star, was serving his first term as president of the Terre Haute Local. He had been a steward for the Teamsters before shifting from a driver's job at the Tribune and Star three years ago.

His brother, Glenn, is a Teamsters organizer in Terre Haute, and his sister-in-law, Nellie Rogers, was formerly secretary of the Terre Haute Guild.

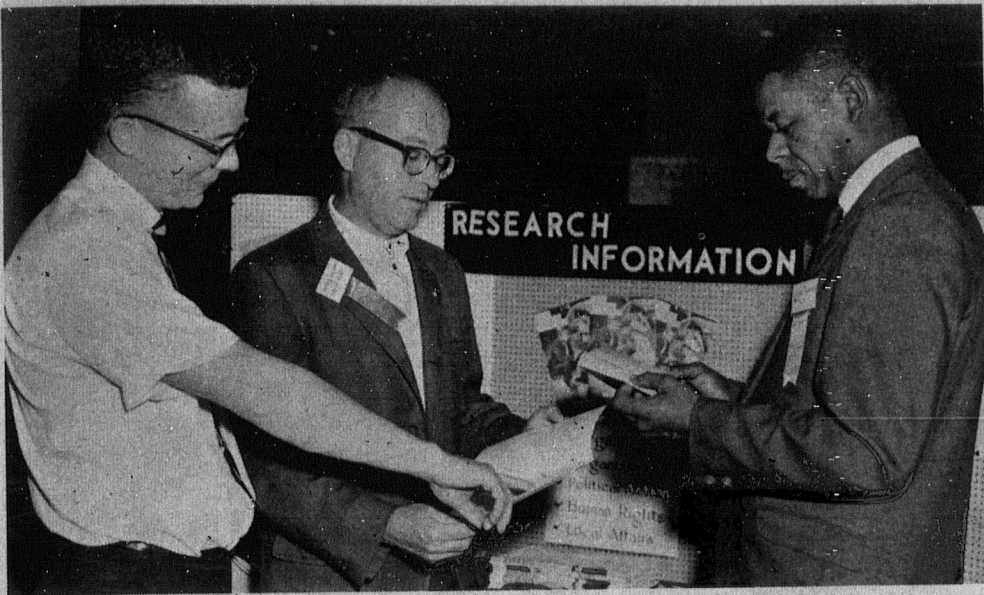
## AP Guildsman Hit By Sniper

**Austin, Tex.** — Wire Service Guildsman Robert Heard was one of 31 persons wounded Aug. 1 when marksman Charles J. Whitman mounted the University of Texas Tower and sprayed the campus with deadly gunfire that took the lives of 15 others.

Heard, covering the battleground for Associated Press, received a bullet through the shoulder as he tried to dash across a 150-yard open space to a better vantage point. He was hit just a few yards from safety.

"An incredible shot," said Heard, a former Marine officer, of the slayer.





**JOB EQUALITY:** The second edition of ANG's pamphlet, "Careers for Negroes on Newspapers," proves an eye-catcher at the Research and Information Department's convention display. James M. Cieslik, left, associate

director of Research and Information, points out new material to Robert Golden of Lehigh Valley, center, chairman of the Human Rights Subcommittee, and Richard L. Penclton, president of the Peoria Guild, whose picture is featured on the cover.

## Less Talk, More Action Urged In Guild Human-Rights Drive

Guild members "talk more often than we act in human rights," the Washington Convention declared in a human-rights report pointedly briefer than in previous years.

Only 31 locals returned ANG's annual human-rights questionnaire, it said, and of these, only five had appointed their own human-rights committees.

The convention's human-rights report, drafted by a subcommittee headed by Robert Golden of Lehigh Valley, called on both locals

and the international to "demonstrate their commitment to the civil-rights struggle in every possible way."

It urged locals to appoint human-rights committees and encourage them to function and to return the questionnaires to provide an indicator of Guild activity against job bias.

International Vice President Robert J. Rupert, a member of the committee, told the convention that "our report was intentionally brief because we feel that

there has been all the talk that is needed."

"We hope that people are going to go home and do this thing," he said, "not only talking and writing about it."

In a companion resolution, the convention urged Congress to pass "the strongest possible Civil Rights Bill, including an unqualified open-housing section."

It urged the House to remove from proposed legislation the exemption of small apartment houses and real-estate salesmen who make less than three sales a year and to resist pressures to drop provisions for a Fair Housing Board to enforce the act.

All Guildsmen and Guild locals were asked to inform their congressional delegations of the Guild's position on the bill.

"While the human-rights program was not as dynamic or effective as it should have been," the convention said, "there were some notable accomplishments" by the Guild during the year.

It singled out, as a "grass-roots project," a program under which the Cleveland Guild annually sponsors attendance by a Negro student at a 10-day university journalism institute. It declared:

"The convention congratulates the Research and Information staff for its untiring effort in the field of human rights. The convention cannot do the same for most locals of the Guild."

In the "hope that the human-rights program can be made more effective," the convention urged locals:

► To co-operate with minority-group agencies and high-school and college faculties to encourage minority-group job applicants.

► To use "to the fullest extent" ANG guidelines for the Guild's equal-opportunity effort.

► To solicit the aid of publishers in listing newspaper-job opportunities and educational requirements and skills needed to qualify and in actively seeking minority-group job candidates.

► To keep a file of job applicants and aspirants and to enlist the aid of other human-rights organizations and educators in finding competent students.

► To continue talks with publishers on "equal opportunity and means of accomplishing it within the local's jurisdiction."

## IEB Reverses Ruling On Wilkes-Barre

The International Executive Board, reversing a previous decision, last month denied a request for a change of venue in trial-board proceedings pending against a Wilkes-Barre Guild member.

At its postconvention meeting in Washington July 29, the board approved a 2-to-1 report of its Appeals Committee recommending denial of a request by David Phillips that charges against him be heard by another local on the ground that he could not receive a fair trial in Wilkes-Barre.

The board had directed the Appeals Committee to reconsider an earlier approval of Phillips's request based on information that the trial board included members of the local executive committee, which had investigated the case before charges were filed. This information proved incorrect.

Phillips, an assistant city editor at the Wilkes-Barre Record, is accused of having threatened another Guild member with reprisals in an election contest for membership on the local executive board.

The IEB dismissed Phillips's

claim of a number of prejudicial secondary effects arising out of the executive board's actions and held that he had not substantiated his allegations that the Wilkes-Barre trial board could not give him a fair trial.

The board voted to continue benefits to Toronto Guildsmen honoring Typographical Union picket lines at the Toronto Telegram pending steps to establish their right to return to their jobs. But it voted to end benefits Sept. 1 for those who have not applied to return to work by that date.

While the Telegram Guildsmen have been observing the printers' lines under a picket-line clause, the company has refused to reinstate those who have applied on grounds there are no jobs for them.

The board named President Arthur Rosenstock, Secretary-Treasurer Charles A. Perlik, Jr., and Vice Presidents Robert D. Nordin, Daniel A. McLaughlin and George M. Muldowney as delegates to the Fourth Congress of the Inter-American Federation of Working Newspapermen's Organizations Nov. 15 through 18 in San Juan.

## ANG Staff Pay To Hit \$250 In New Contract

A settlement raising the top minimum for ANG international representatives to \$250 in seven steps was reached between ANG and the Federation of Guild Representatives during the Washington Convention.

The settlement, embodying a long-range program to raise the salaries of international representatives to a level that will stem field-staff losses, provides a raise of \$38 over 39 months. Raises of \$22.50 and \$22 are provided for members of ANG's headquarters staff.

The staff union had voted unanimously to strike unless a satisfactory settlement could be reached, and its executive committee had set a strike deadline of Aug. 14. The previous contract expired May 1.

In addition to providing a \$250 top minimum for international representatives, the agreement raises the top for executive secretary of the ANG Contracts Committee, associate editor of the Guild Reporter and associate director of Research and Information to \$219.50 at the end of three years, and the top for assistant director of Research and Information, office manager and

Mellett Project co-ordinator to \$199.

The salaries of Collective Bargaining Director J. William Blatz, Research and Information Director Ellis T. Baker and International Affairs Director Richard P. Davis, who are exempt from the contract, were increased by the International Executive Board by the same amount the international representatives will receive.

The increases will raise Baker's and Blatz's salaries to \$313 at the end of three years, while Davis's salary will go to \$265.50.

The convention approved immediate \$15 increases for Executive Vice President William J. Farson and Secretary-Treasurer Charles A. Perlik, Jr., raising Farson's salary to \$335 and Perlik's to \$310.

The Federation of Guild Representatives, at its annual meeting during the convention, re-elected International Representative Charles Dale as president, Robert Christofferson, Contracts Committee secretary, as vice president, and Ruth Zwiback, ANG office manager, as treasurer. David J. Eisen, associate editor of the Guild Reporter, was elected secretary.

## Guild Urged To Lead Equal-Rights Battle

Guild members should be in the forefront of a concerted union drive to help American Negroes "break out of the bondage of the ghetto," Ben D. Segal told delegates to the Guild's Washington Convention.

Segal, serving as liaison director of the Federal Equal Employment Opportunity Commission, said industry and unions alike "need to understand that the situation requires a policy of deliberate hiring and of deliberate seeking out of the Negro for jobs not previously open to him."

Segal, on leave as director of national and international affairs for the International Union of Electrical Workers, said the labor movement "should identify with the Negro's dream of a better life

for his children. . . . It is the same dream trade unionists have held for centuries."

"There remains a great need for the experienced leadership of trade unionists within the civil-rights movement itself," he said, "particularly during these days of rising antiwhite feeling, when it becomes more necessary than ever to demonstrate, rather than talk about, interracial brotherhood. Yet, in most cities, trade unionists have been noticeably absent and terribly quiet."

Segal paid tribute to Guild locals that have succeeded in opening up job opportunities for Negroes on metropolitan dailies and called on Guildsmen to take new roles as community leaders to help achieve social justice, particularly in housing.

"Newspaper Guild members, because they are cognizant of miserable conditions across town and of the ultimate consequences of such conditions, are ideally suited to this leadership task," he declared.

Segal attributed recent big-city riots to "chronic failure to anticipate a developing crisis."

Segal said city and state administrations have failed to recognize "the fact that time has run out, that the despairing are no longer meek, that the patience which lasted 300 years is at an end."

"We must ask ourselves," he said, "what alternatives remain open to those who have tired of quiet desperation and are being taught by our listlessness that nothing shakes the power structure but an orgy of rioting."

## Guild News Travels Fast

ANG's 33rd Annual Convention was one of its most widely heard.

The Voice of America taped AFL-CIO President George Meany's address to the convention banquet for rebroadcast throughout the world. Television cameras were on hand for the speeches of several other convention guests.

And an interview with International Vice President Daniel A. McLaughlin was carried on the Mutual Radio network's "Capital Assignment" program on the opening day of the convention.

## Whereas 'Whereas' Is Old Hat . . .

ANG Convention resolutions—21 of them—traveled light this year. There wasn't a "whereas" or a "now-therefore-be-it-resolved" in the lot.

The streamlining came about when the Resolutions Committee, headed by Al Delugach of St. Louis, accepted the following proposal by the Washington-Baltimore Guild:

"WHEREAS the whereases are frequently so circumlocutious and unpunctuated that they trip over their furtherers and smother the now therefore be its, and

"WHEREAS our members are presumably proud practitioners of the communications trades, with more pride in their English prose than in their slavish following of outmoded parliamentary forms, and

"WHEREAS 105-word sentences are thus presumably obnoxious to our members, NOW THEREFORE BE IT

"RESOLVED that it be directed by the 33rd Annual Convention of the American Newspaper Guild that henceforward convention resolutions be submitted and acted upon in simple English sentences, AND BE IT FURTHER

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Rogers, a district manager at the Terre Haute Tribune and Star, was serving his first term as president of the Terre Haute Local. He had been a steward for the Teamsters before shifting from a driver's job at the Tribune and Star three years ago.

His brother, Glenn, is a Teamsters organizer in Terre Haute, and his sister-in-law, Nellie Rogers, was formerly secretary of the Terre Haute Guild.

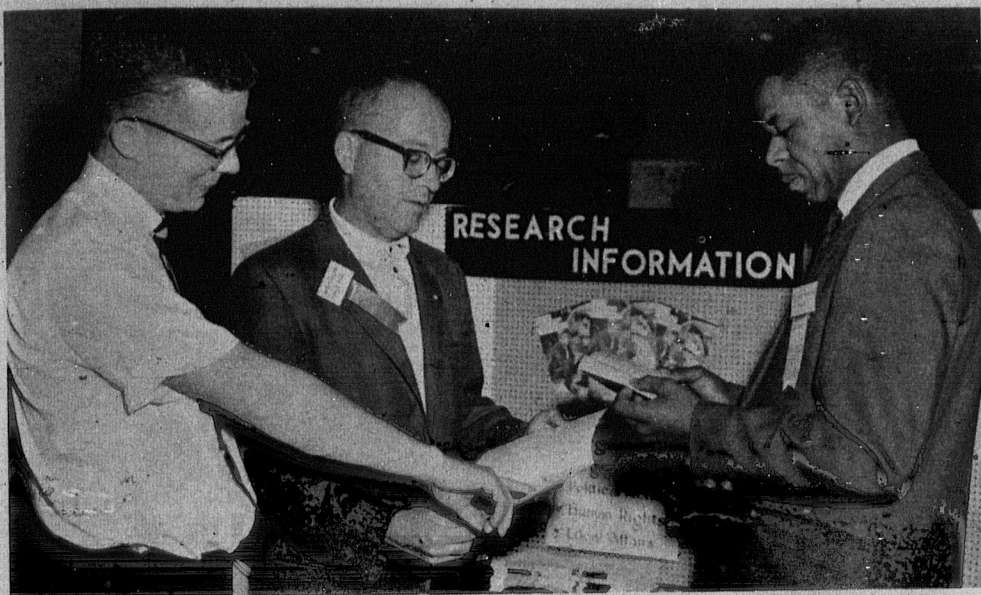
## AP Guildsman Hit By Sniper

Austin, Tex. — Wire Service Guildsman Robert Heard was one of 31 persons wounded Aug. 1 when marksman Charles J. Whitman mounted the University of Texas Tower and sprayed the campus with deadly gunfire that took the lives of 15 others.

Heard, covering the battleground for Associated Press, received a bullet through the shoulder as he tried to dash across a 150-yard open space to a better vantage point. He was hit just a few yards from safety.

"An incredible shot," said Heard, a former Marine officer, of the slayer.





**JOB EQUALITY:** The second edition of ANG's pamphlet, "Careers for Negroes on Newspapers," proves an eye-catcher at the Research and Information Department's convention display. James M. Cesnik, left, associate

director of Research and Information, points out new material to Robert Golden of Lehigh Valley, center, chairman of the Human Rights Subcommittee, and Richard L. Penelton, president of the Peoria Guild, whose picture is featured on the cover.

## Less Talk, More Action Urged In Guild Human-Rights Drive

Guild members "talk more often than we act in human rights," the Washington Convention declared in a human-rights report pointedly briefer than in previous years.

Only 31 locals returned ANG's annual human-rights questionnaire, it said, and of these, only five had appointed their own human-rights committees.

The convention's human-rights report, drafted by a subcommittee headed by Robert Golden of Lehigh Valley, called on both locals

and the international to "demonstrate their commitment to the civil-rights struggle in every possible way."

It urged locals to appoint human-rights committees and encourage them to function and to return the questionnaires to provide an indicator of Guild activity against job bias.

International Vice President Robert J. Rupert, a member of the committee, told the convention that "our report was intentionally brief because we feel that

there has been all the talk that is needed."

"We hope that people are going to go home and do this thing," he said, "not only talking and writing about it."

In a companion resolution, the convention urged Congress to pass "the strongest possible Civil Rights Bill, including an unqualified open-housing section."

It urged the House to remove from proposed legislation the exemption of small apartment houses and real-estate salesmen who make less than three sales a year and to resist pressures to drop provisions for a Fair Housing Board to enforce the act.

All Guildsmen and Guild locals were asked to inform their congressional delegations of the Guild's position on the bill.

"While the human-rights program was not as dynamic or effective as it should have been," the convention said, "there were some notable accomplishments" by the Guild during the year.

It singled out, as a "grass-roots project," a program under which the Cleveland Guild annually sponsors attendance by a Negro student at a 10-day university journalism institute. It declared:

"The convention congratulates the Research and Information staff for its untiring effort in the field of human rights. The convention cannot do the same for most locals of the Guild."

In the "hope that the human-rights program can be made more effective," the convention urged locals:

► To co-operate with minority-group agencies and high-school and college faculties to encourage minority-group job applicants.

► To use "to the fullest extent" ANG guidelines for the Guild's equal-opportunity effort.

► To solicit the aid of publishers in listing newspaper-job opportunities and educational requirements and skills needed to qualify and in actively seeking minority-group job candidates.

► To keep a file of job applicants and aspirants and to enlist the aid of other human-rights organizations and educators in finding competent students.

► To continue talks with publishers on "equal opportunity and means of accomplishing it within the local's jurisdiction."

## IEB Reverses Ruling On Wilkes-Barre

The International Executive Board, reversing a previous decision, last month denied a request for a change of venue in trial-board proceedings pending against a Wilkes-Barre Guild member.

At its postconvention meeting in Washington July 29, the board approved a 2-to-1 report of its Appeals Committee recommending denial of a request by David Phillips that charges against him be heard by another local on the ground that he could not receive a fair trial in Wilkes-Barre.

The board had directed the Appeals Committee to reconsider an earlier approval of Phillips's request based on information that the trial board included members of the local executive committee, which had investigated the case before charges were filed. This information proved incorrect.

Phillips, an assistant city editor at the Wilkes-Barre Record, is accused of having threatened another Guild member with reprisals in an election contest for membership on the local executive board.

The IEB dismissed Phillips's

claim of a number of prejudicial secondary effects arising out of the executive board's actions and held that he had not substantiated his allegations that the Wilkes-Barre trial board could not give him a fair trial.

The board voted to continue benefits to Toronto Guildsmen honoring Typographical Union picket lines at the Toronto Telegram pending steps to establish their right to return to their jobs. But it voted to end benefits Sept. 1 for those who have not applied to return to work by that date.

While the Telegram Guildsmen have been observing the printers' lines under a picket-line clause, the company has refused to reinstate those who have applied on grounds there are no jobs for them.

The board named President Arthur Rosenstock, Secretary-Treasurer Charles A. Perlik, Jr., and Vice Presidents Robert D. Nordin, Daniel A. McLaughlin and George M. Muldowney as delegates to the Fourth Congress of the Inter-American Federation of Working Newspapermen's Organizations Nov. 15 through 18 in San Juan.

## ANG Staff Pay To Hit \$250 In New Contract

A settlement raising the top minimum for ANG international representatives to \$250 in seven steps was reached between ANG and the Federation of Guild Representatives during the Washington Convention.

The settlement, embodying a long-range program to raise the salaries of international representatives to a level that will stem field-staff losses, provides a raise of \$38 over 39 months. Raises of \$22.50 and \$22 are provided for members of ANG's headquarters staff.

The staff union had voted unanimously to strike unless a satisfactory settlement could be reached, and its executive committee had set a strike deadline of Aug. 14. The previous contract expired May 1.

In addition to providing a \$250 top minimum for international representatives, the agreement raises the top for executive secretary of the ANG Contracts Committee, associate editor of the Guild Reporter and associate director of Research and Information to \$219.50 at the end of three years, and the top for assistant director of Research and Information, office manager and

Mellett Project co-ordinator to \$199.

The salaries of Collective Bargaining Director J. William Blatz, Research and Information Director Ellis T. Baker and International Affairs Director Richard P. Davis, who are exempt from the contract, were increased by the International Executive Board by the same amount the international representatives will receive.

The increases will raise Baker's and Blatz's salaries to \$313 at the end of three years, while Davis's salary will go to \$265.50.

The convention approved immediate \$15 increases for Executive Vice President William J. Farson and Secretary-Treasurer Charles A. Perlik, Jr., raising Farson's salary to \$335 and Perlik's to \$310.

The Federation of Guild Representatives, at its annual meeting during the convention, re-elected International Representative Charles Dale as president, Robert Christofferson, Contracts Committee secretary, as vice president, and Ruth Zwiback, ANG office manager, as treasurer. David J. Eisen, associate editor of the Guild Reporter, was elected secretary.

## Guild Urged To Lead Equal-Rights Battle

Guild members should be in the forefront of a concerted union drive to help American Negroes "break out of the bondage of the ghetto," Ben D. Segal told delegates to the Guild's Washington Convention.

Segal, serving as liaison director of the Federal Equal Employment Opportunity Commission, said industry and unions alike "need to understand that the situation requires a policy of deliberate hiring and of deliberate seeking out of the Negro for jobs not previously open to him."

Segal, on leave as director of national and international affairs for the International Union of Electrical Workers, said the labor movement "should identify with the Negro's dream of a better life

for his children. . . . It is the same dream trade unionists have held for centuries."

"There remains a great need for the experienced leadership of trade unionists within the civil-rights movement itself," he said, "particularly during these days of rising antiwhite feeling, when it becomes more necessary than ever to demonstrate, rather than talk about, interracial brotherhood. Yet, in most cities, trade unionists have been noticeably absent and terribly quiet."

Segal paid tribute to Guild locals that have succeeded in opening up job opportunities for Negroes on metropolitan dailies and called on Guildsmen to take new roles as community leaders to help achieve social justice, particularly in housing.

"Newspaper Guild members, because they are cognizant of miserable conditions across town and of the ultimate consequences of such conditions, are ideally suited to this leadership task," he declared.

Segal attributed recent big-city riots to "chronic failure to anticipate a developing crisis."

Segal said city and state administrations have failed to recognize "the fact that time has run out, that the despairing are no longer meek, that the patience which lasted 300 years is at an end."

"We must ask ourselves," he said, "what alternatives remain open to those who have tired of quiet desperation and are being taught by our listlessness that nothing shakes the power structure but an orgy of rioting."

## Guild News Travels Fast

ANG's 33rd Annual Convention was one of its most widely heard.

The Voice of America taped AFL-CIO President George Meany's address to the convention banquet for rebroadcast throughout the world. Television cameras were on hand for the speeches of several other convention guests.

And an interview with International Vice President Daniel A. McLaughlin was carried on the Mutual Radio network's "Capital Assignment" program on the opening day of the convention.

## Whereas 'Whereas' Is Old Hat . . .

ANG Convention resolutions—21 of them—traveled light this year. There wasn't a "whereas" or a "now-therefore-be-it-resolved" in the lot.

The streamlining came about when the Resolutions Committee, headed by Al Delugach of St. Louis, accepted the following proposal by the Washington-Baltimore Guild:

"WHEREAS the whereases are frequently so circumlocutious and unpunctuated that they trip over their furthers and smother the now therefore be its, and

"WHEREAS our members are presumably proud practitioners of the communications trades, with more pride in their English prose than in their slavish following of outmoded parliamentary forms, and

"WHEREAS 105-word sentences are thus presumably obnoxious to our members, NOW THEREFORE BE IT

"RESOLVED that it be directed by the 33rd Annual Convention of the American Newspaper Guild that henceforward convention resolutions be submitted and acted upon in simple English sentences, AND BE IT FURTHER

"RESOLVED that henceforward it be FINALLY RESOLVED."



# 'Without The Right To Strike, You're Naked'

(Continued from Page 1)

time, anywhere in this world. It doesn't make any difference whether a man is supposed to be a professional or whether he is a bricklayer or a laborer or whether he is a campesino working in the corn patch somewhere in South America or India or in any other place.

People who work for others have the same basic problems—they have got to raise their children, they have got to clothe them, they have got to put a roof over their heads, they have got to educate them.

So in this sense a newspaperman is not any different than any other worker. But we didn't get that in the press in those days. We were told that unions were not for newspapermen. And I want to give credit to the Newspaper Guild. It has accepted this challenge over the years, and I would be ashamed to tell you what newspapermen got in my day as a young man. I was a plumber, and I don't know what the social standing of a plumber was in those days, but the economic standard of a plumber was a hell of a lot better than any newspaperman I know.

We know, of course, that the Guild has been involved in strikes. Well, this is part of labor's business. We believe in a free society. We believe in free labor. We think the difference between a free society and a society controlled completely by government can be measured by the freedom exercised by workers.

If workers are not free, there is no such thing as a free society. Free unions are the hallmark of a democracy. Free unions are the trademark of a free society, and the basis of a free society and the basis of free unions is free collective bargaining.

**I** SOMETIMES get a little bit impatient with some of the people in the political world who pay lip service to free collective bargaining. Just what does free collective bargaining mean? It means that the worker joins with other workers in order to sell his labor to the employer and to sell it on a collective basis.

Back in the early days of this nation unions were up against what was known as the conspiracy doctrine. And this, simply stated, was if any two workers got together and jointly and collectively tried to improve their conditions, tried to get a higher wage, for instance, they would be acting in conspiracy against the community at large because if they got higher wages, the community would have to pay those higher wages.

Well, back in my early days we were confronted with the charge that unions represented a denial of freedom because they denied the individual worker the right to bargain for his own service with his employer. Now this meant, in effect, applying it to the newspaper business, that the individual reporter who wasn't satisfied with his wages had a right to bargain individually with William Randolph Hearst or William Randolph Hearst's million-dollar lawyer. But he had no right to join with the worker who was at the next



**SPARKING BOYCOTT:** Bureau of National Affairs striker Linda Zein claps hands with AFL-CIO President George

Meany and ANG Executive Vice President William J. Farson after affixing BNA boycott stickers to their lapels after Meany's speech at convention banquet.

desk and to collectively try together to improve their conditions.

This is what collective bargaining means. It means that workers join together to say, in effect, to the employer, "We don't like the conditions, we don't like the wages, we don't like the hours. We want a better deal." And if free collective bargaining means anything, it presupposes the right to strike, the right to quit work, the right to stop working for the profit of another.

These days we hear politicians talk about strikes as if they were something sinful. Well, I think any trade-union leader worthy of his salt doesn't plunge into a strike with his eyes closed. Any trade-union leader with any experience would much prefer not to have a strike. But if free collective bargaining means anything, it definitely contemplates that some-

where down the line you may have to strike, because if it doesn't contemplate that possibility at the end of the line, then it is completely meaningless. If you go to the bargaining table without the right to shut the employer down, then you go there naked and helpless without any weapons whatsoever.

Well, we have come a long way since the early days of the Guild, and despite Taft-Hartley in 1947 and Landrum-Griffin in 1959, the National Labor Relations Act still guarantees the right of free collective bargaining.

I get somewhat upset by politicians who pay lip service to the idea of a free society, who talk about free collective bargaining as if it were something sacred, and then when free collective bargaining, in its very normal, natural process results in a strike, they think that a strike is something sinful.

And I don't want anyone to misunderstand what I am talking about. I am talking about our erstwhile friend, Sen. Wayne Morse. How he can set himself up as a champion of free collective bargaining and then become completely hysterical, as it would seem, because free collective bargaining results in a strike, I can't understand. If there is no right to strike, then there is no free collective bargaining. It doesn't mean anything.

**W** E NOW have a case occupying a lot of our attention, where the Machinists organization is on strike against major airlines of the country. You know something about these major airlines? Well, they are doing quite well. But there is something, perhaps, that we forget. They were set up in business by the American people. They were subsidized by Uncle Sam, by the federal government, or there wouldn't be any American airlines system in this country. Every single one of them received tax money in order to go into business, on the very sound theory that it was in the national interest for us to have an airline industry. But there would be no airline industry except for the subsidy. Well, they are doing quite well.

And here we have our good friend, Sen. Wayne Morse, who last Friday came up with a proposal, and the proposal was very simple. The airline mechanics would go back to work for 180 days at the same wages and conditions that they had before they went on strike. And that if at the end of the 180 days they were still on strike that some sort of a federal commission would decide what their wages would be. What do you think this means to collective bargaining? What would be your reaction if you were the employer and your men are on strike, if a member of the United States Senate comes up with a proposal like this?

Are you going to bargain when the federal government is going to bail you out and put the men back to work at the wages that they don't want to work for? Well, what would be the natural reaction of anybody? You would merely say, "Well, why should we bar-

(Continued on next page)

## Meany On Publishers

### 'News Ethics--For Employees Only'

**T**HE Newspaper Guild has raised the standards not only of the reporter but of everybody else that they brought into their organization who worked for wages. And they have raised the standards of their profession through the fact that they had a union. They have raised the standards of journalistic ethics to the extent that it is possible for them to do so.

And I wish that it were possible for me to say to you tonight that the publishers have been just as diligent in trying to raise the standards of their particular side of the profession. Their standards were not high in those days, and I am sorry to say that their standards are not high today.

We in the AFL-CIO have to deal with publicity. The AFL-CIO is an organization of 14 million Americans; it is the largest private organization or largest organization of private citizens in the country. And of course we have to be concerned with our public image, and I would like to say that the publishers have the same ethics as the Guild, but unfortunately, I can't say that.

This 14(b) fight, which incidentally has received a great deal more attention, perhaps, than it deserves, is essentially, with the trade-union movement, a real emotional thing. Taft-Hartley and Landrum-Griffin haven't stopped the trade-union movement. We have made progress. But the provisions of Taft-Hartley and Landrum-Griffin are an insult to the trade-union movement. They tried to put us in a category of second-class citizens. And it is rather odd that the trade-union movement and its desire for union security, is condemned from one end of this country to the other by the people who own newspapers.

I remember some years ago I was on a radio panel with a newspaper representative and we

were talking about the closed shop—this was in the early days of the Wagner Act—and he was condemning the closed shop. And I asked him how his newspaper was printed. Did he have the closed shop? He said, "Oh, yes, but this is a matter of principle."

Well, if I owned a newspaper and I didn't believe in the closed shop, I wouldn't stand for the closed shop. That to me would be a matter of principle. There are over 1,800 daily papers in this country, and the editorial pages of every single one of those daily papers condemn the closed shop, the union shop or any other form of union security. But still they do business under the closed shop. This to me seems a little bit hypocritical.

Now insofar as the ethics are concerned, we had this recent fight on 14(b), and we collected editorials from over 400 newspapers in this country condemning the trade-union movement for its stand on 14(b) despite the fact that they operated closed shops. And we found that in more than 100 newspapers the same editorial appeared, word for word, without a single comma changed, without a single word changed.

These editorials were presented to the people of the various communities as the editorial opinion of the particular editor or editorial staff of a local paper. Actually, they were all written by the paid publicity agents of the National Right to Work Committee. They were presented to the public without attribution as the product of a local editorial staff or a local editor. This is plain, ordinary deceit, plain, ordinary dishonesty, and it is plain, ordinary lack of ethics.

Well, I am happy to report that the Guild has some ethics.



# '...We Want A Fair Share For The Worker'

(Continued from Page 12)

gain?" And what has been the result? There has been no bargaining since last Friday afternoon. Absolutely none. And looking at it from the selfish viewpoint of the employer, they would be crazy to bargain. Why should they offer anything to the mechanics who are on strike when an experienced veteran senator is going to pull their chestnuts out of the fire for them?

These are some of the problems we have, and I can say to you, we in the AFL-CIO don't accept this idea. Despite the editorial which appeared in the Chicago Daily News about 10 days ago, in which they said it was time that a special law was passed for the airlines, similar to the National Railway Labor Act, so that these things wouldn't happen.

Very stupidly, they don't know that the machinists working for the airlines are already under the Railway Labor Act and that there doesn't have to be any special law. But all the machinery of the Railway Labor Act is exhausted. You make your demands, you go to the board and you wait 90 days, then there is no decision. Then there is a presidential commission appointed, and you wait another 60 days, and then there is an appeal, and so on. But somewhere down the line, even under the Railway Labor Act, you have the right to quit your job. The Chicago Daily News evidently didn't know that.

But I point out that under the Railway Labor Act, having exhausted all of its provisions, the machinists on the airlines now have a right to quit work, and they have quit work. And they have quit work because they don't like the conditions under which they work. Then we have a friend of labor who comes up and says: "Well, you have got to go back to work. We are going to compel you to work. And if you don't settle it in the interim, then we are going to lay down the conditions under which you work."

Well, what does this add up to? It adds up to something, I think, meaningful for the trade-union movement. It means that we still have to fight. It means that despite all the changes, all the differences that have come about in the American economic picture, changes and methods of doing this, that and the other thing, that we are still dealing with human beings and that we are still faced with the selfish ideas of people in power—financial or economic power.

You know, there is one thing I remember about Heywood Broun. I know him and I read everything, I think, that he wrote. He had a very sharp pen, he could be very sarcastic and very pointed in his remarks, but, through it all, through everything he did or said, there was something shining through—there was this human compassion that was inside this man. If we only had a little more of that in the United States Senate, in the halls of Congress!

You know, labor's task looked quite simple years ago. Samuel Gompers was asked one time: "What

## Meany On Broun

I had the very unique experience of knowing Heywood Broun, and I can say to you that anything that Heywood Broun started and established has got to be good. The Newspaper Guild with all its problems—and I know it has had its problems over the years—at least it had the backing, it had the sort of shadow of Heywood Broun over it from the very start.

This man was really a writer, he was a genius. There is no question about that. He had no regard for the amenities, he was a nonconformist, to be very frank about it. He didn't even believe in lacing his shoes if he didn't feel like it.

I was present at the Hotel Roosevelt in New York City on the occasion when the president of the American Federation of Labor at that time, Bill Green, presented a charter to the Newspaper Guild. I was fascinated watching Broun run that meeting. I was sitting right behind him, and I was amazed to see a man drink so much water. He had a great big Tom Collins glass, and he kept drinking from it, and when it was down to the bottom he reached in his back pocket and he filled it up, and I discovered it wasn't water.

does labor want? What do they want? What are they all so disturbed about?" And Gompers said, "Well, I'll tell you what they want, they want more."

Here we have a capitalistic society. We have a society that has, at the back of it, the so-called profit motive, the incentive, the incentive to get ahead, the incentive of workmen to get a promotion, to get a better salary, the incentive to go into business for himself to make a profit.

Well, the American trade-union movement has no quarrel with that at all, because we have looked all over the world, we have studied history, and we don't find any better system anywhere. This doesn't mean it is perfect, and this doesn't mean that we are completely happy. But it does mean it is the best system that the mind of man has devised as yet. So what do we want from it? Do we want to put the employer out of business? No. Do we want to do away with profits? No, we don't want to do away with profits. Do we want to do away with the return for risk capital, where the investor puts his money in a business? No.

But what we do want, we want a fair share for the worker who makes his contribution to the system, and we are going to keep on fighting for a fair share through strikes and through any other legal method that we have.

Well, this is our very, very simple problem. This is the very simple trade-union task, to get more, to

get a better deal. Perhaps this may mean less for the coupon clippers, it may mean less for management. But we think it should mean more for those who work for wages. So, how do we do it? Well, we use the strike method when that is called for.

Even more important today, we use the political method, and I can say to you tonight that there is nothing more important this year than the election in November—to labor. This is where we can use our influence under our system. This is where we can put people in the halls of Congress and in the state legislatures who have some sympathy for the ideals and principles which we espouse.

I take a great deal of pride, as president of the AFL-CIO, in our position on national affairs. We do not take a selfish position. You can go down the line on the resolutions that we passed. You can go back over the experience of the things that have been done by labor, and every single one of them is for the benefit of the community as a whole.

You know about Workmen's Compensation. Workmen's Compensation is a way of life. Everybody has it. It is in every state in the union. Well, let me tell you, the history of Workmen's Compensation shows that it has a union label on it. It was placed on the statute books of the state and national governments by the efforts of the trade-union movement. And who does it benefit? It benefits every single person who works for wages, not just those who hold a card in the various unions.

Why are we fighting for minimum wages? Does this union need minimum wages? My union doesn't need minimum wages. The Auto Workers don't need a minimum-wage law. The Electricians don't need a minimum-wage law. But there are millions of people who are not members of our unions who do need a minimum-wage law, and they are without spokesmen on Capitol Hill. Whether they will it or not, we represent them. We represent what is good for the entire American people. And I take a great deal of pride, and I challenge any industrialist to say nay to that.

So, labor's job, summed up, is more of the same. The methods may change, as our way of life changes, but the principles do not change. We desire for those who work for wages in this country, including those who are not members of our unions, we desire that they secure, under this American system, a fair share of the wealth that is produced by that system. And we are going to fight for it on the picket line, on the economic front, on the political front.

In doing so, we are going to try to analyze the position of our friends and find out whether they are just friends when they are running for office or whether they are friends when the chips are down over at Capitol Hill. And I am sure that in this fight, as we go on, that the Newspaper Guild has an important part to play, and I am completely convinced from what I know of the Guild and its history and its traditions that it is going to play its part.

## Return Engagement

### Banquet Serenaded

Convention delegates received a musical bouquet from labor troubadour Joe Glazer at the traditional convention banquet.

Glazer, a former education director for the United Rubber Workers and now labor and minorities adviser to the U.S. Information Agency, took guitar in hand to serenade the Guild with musical versions of its history.

"His Name Was Heywood Broun" and "That Heavenly Newspaper Plant," both composed for the Guild's 25th Anniversary Broun Award dinner last Febru-

ary, were his main offerings.

But he also sang a version of "Which Side Are You On?" composed for the Portland newspaper strike, "A Newspaperman Meets Such Interesting People," adapted from Carl Sandburg, and "The Picker's Song," a plea for the migrant worker written by a Florida newspaperman, Peter Kramer.

He even delivered the invocation in the form of a ballad, "The World of Tomorrow."

The nostalgia induced by Glazer's musical reminiscence of Broun was heightened by newsreel clips of the Guild's founder and first president, originally assembled for the Broun Award dinner.

Five former international vice presidents—Jack Howard, Ben Price, Louis Ade, Gervase Love, and I. L. Kenen—were introduced at the banquet. Kenen was constitution chairman during the Guild's founding convention in Washington in 1934.

Among other guests were Rep. Lionel Van Deerlin of San Diego and Rep. Roman C. Pucinski, both former Guildsmen; Oliver Singleton, director of the AFL-CIO's Region 4, and Charles Della, president of the Maryland District of Columbia AFL-CIO.

## Convention Backs U.N. Covenants



**HISTORIC GIFT:** The flag that was flying over the U.S. Capitol at the moment the Guild Convention convened July 28

is presented to President Arthur Rosenstock by James B. Carey, labor-participation director of the United Nations Association.

The Guild's Washington Convention, reaffirming its support of the United Nations, called on the U.S. government to "preserve and strengthen" the United Nations by "better utilizing United Nations procedures for peace, disarmament, economic and social development."

It also called on the government to ratify all of the U.N.'s human-rights conventions following a personal appeal by James B. Carey, labor-participation director of the United Nations Association.

Carey, former president of the International Union of Electrical Workers, asked Guild members "to help eliminate the paralysis of our ratification procedures" that has prevented the United States from adopting a single one of the conventions, including those on genocide, discrimination in employment and education, and freedom of association.

He urged that Guild officers join in the first meeting of the association's council of organizations in New York Sept. 18, at which leaders of a score of un-

ions, business and civic groups will question U.N. officials and U.S. delegates to the General Assembly.

"Not a single human-rights convention has been considered by the Senate Committee on Foreign Relations," Carey said. "We initiated the human-rights conventions and we failed to ratify."

"Can anyone think of a more fitting tribute to Eleanor Roosevelt than this nation's ratifying the conventions on human rights? We ask the American Newspaper Guild to... join us in this effort."

## Music Invoked By Convention

And it came to pass that it was said with music.

Invocations at the Guild's Washington Convention were in the form of recorded folk songs instead of the usual ministerial supplications.

They included three sung by Peter, Paul and Mary—"Because All Men Are Brothers" (Tom Glazer), "Blowin' in the Wind" (Bob Dylan) and "Man Come Out of Egypt"—and one, "Turn, Turn, Turn" (Pete Seeger out of Ecclesiastes) by the Byrds.



## Guild Reporter To Eliminate Advertising

ANG's Washington Convention voted to eliminate commercial advertising from the Guild Reporter as "a questionable asset."

The convention, citing a reduction in prospective advertising revenue to a level little higher than the amount needed for the extra pages required to recapture lost news space, said advertising "has reached the point where it barely pays its own way."

Space occupied by ads "can better be utilized for Guild purposes, enabling the editor and staff to plan a more balanced presentation of Guild news," the convention stated. It acted on the recommendation of its Guild Reporter Committee, headed by James H. White of Memphis.

The convention noted that the GR will continue to print advertising related to international election and referendum campaigns and such internal Guild advertisements as those from locals seeking staff applicants. And it authorized the editor to accept, at his discretion, "other noncommercial, labor-related advertising, such as strike, bargaining and boycott advertisements."

Describing the GR as "the healthy bloodstream of information that feeds the local arteries of the international union," the convention declared:

"To keep its standards high, the Guild Reporter needs the help of regular correspondents assigned by each local. . . . There is a need for a dependable flow of copy from such stringers, and there is a special need for timely photographs."

The convention recommended that all locals appoint such correspondents and that the GR continue to furnish them with guidance on the type of pictures and stories it requires.

The convention also urged locals to help speed the paper's delivery by notifying the GR within a month of new, changed and deleted addresses, including zipcodes. Promptness is necessary to reduce the cost of returned copies as well as to hasten delivery, the convention noted.

Full zipcoding of the GR's mailing list by next Jan. 1 and preparation of the mailing labels on ANG's own equipment, the convention said, "offer promise of some improvement in the time lapse between publication and delivery," which now ranges from four days to two or three weeks.

The convention recommended that interest in the GR be stimulated by "regular bulletin-board posting of significant stories, such as those involving bargaining gains, industry profits and matters of particular local interest."

## 'A Consciousness Of Profits'

Reading the news of Guild struggles arouses "one instinctive reaction: Thank God these people have a union to protect them," Insurance Workers' President William A. Gillen told the Washington Convention.

Introduced as the husband of a "loyal, militant, hard-working shop steward" (his wife, Helen, is a member of the Guild's Washington Post Unit), Gillen told of his 30-year struggle to organize the insurance industry.

"It is a tough industry," he said, "but just when I get to feeling sorry for myself, Helen's copy of the Guild Reporter arrives, and then I understand that we don't have any corner on the market of problems."

"You appear to be working in an industry which should have an air of public consciousness, but so far as I can observe it is only a consciousness of profits."



**CHICAGOANS ALL:** Rep. Roman C. Pucinski of Illinois, a 20-year member of the Chicago Guild, visits old friends among the Chicago delegation after addressing the convention. From left are Justin F. McCarthy, the Chicago Local's executive director; Pucinski, Lloyd Green and International Vice President Marshall W. Schiewe, local president.

## Pucinski Calls For Flexibility On Wage-Price Guidelines

Rep. Roman C. Pucinski, a former Chicago Guildsman, called for flexibility in applying the President's wage guidelines and for repeal of restrictive labor legislation in an address to the Guild's Washington Convention.

The Illinois Democrat also urged the Guild and other unions to conduct an educational drive among young people entering the work force on the importance of the labor movement and collective bargaining.

Pucinski, a member of the House Labor Committee, warned of "further labor-management unrest if the White House is going to insist on sticking to the 3.2-percent guidelines."

"The White House is going to have to give some consideration to putting some flexibility into that formula where it is clearly apparent that an increase beyond 3.2 can be had without increas-

ing the cost of the product," Pucinski said.

He cited the struck airlines as an example of an industry in which increases exceeding the guidelines can be given without an increase in prices. And while urging a search for a "more effective way" of enforcing "our demands at the bargaining table" than by strikes, he said that Sen. Wayne Morse's bill to force striking machinists back to work was "not the way to solve strikes."

The congressman called for repeal of Section 14(b) of the Taft-Hartley Act and other restrictive labor legislation, describing the union-shop provisions that Section 14(b) allows states to prohibit as an application of majority rule.

"You are saying," he declared, "that when a majority of the working people in a factory or a plant vote in a secret election, supervised by the federal govern-

ment, in favor of a union, the majority will prevail, and all the members shall belong to that union, and if the majority votes against the union, there is no union."

Pucinski, who recalled that he started his career as a copy boy, said the labor movement has been "derelict" in failing to carry information about unions to "that 50 percent of young Americans who today constitute the labor market, who are under 25 and who never quite learned what the labor movement is all about."

"They think that you always had . . . all the things that this Guild and other organizations like it have carved out over the last 50 years," he said. "As a result, a great part of this country to this day does not understand that it is in the labor movement that we find the guarantees of a democratic process."

## Gannett Panel Maps 3-Point Plan To Counter Anti-Guild Campaign

Co-ordinated bargaining, a special collective-bargaining institute and a chainwide organizing drive to meet a management attack on Gannett Guild units were proposed by the Gannett Conference of Guilds at its annual meeting in Washington during the Guild's Convention.

The conference proposed a campaign to organize unorganized departments and papers throughout the Gannett chain and pledged its

assistance in carrying it out.

The Gannett delegates foresaw a drive by management "to rid the entire Gannett chain of Guild locals," starting with the recent decertification of the Utica advertising unit.

The conference, praising ANG officers' "foresight and initiative" in assigning an international representative to represent all Gannett locals in the last round of bargaining, asked that the practice be repeated next year.

Research and Information Director Ellis T. Baker announced after the convention that an institute will be held Oct. 1 and 2 in Rochester for the Gannett group and the Empire State District Council.

Philip Feldman of Rochester was named president of the conference; Edward Ruffing of Utica was elected secretary.

Members of the Scripps-Howard Council, representing 10 locals, met at the convention to discuss ways of winning "a fair share of soaring profits."

Noting that most Guild contracts within the chain will be open for renegotiation late this year or early in 1967, the council agreed to exchange bargaining bulletins as they are issued.

Richard E. Wanek, administrative secretary of the Denver Guild, was renamed to centralize distribution of information on developments in Scripps-Howard bargaining.

Circulation delegates from 10 locals, also meeting during the convention, called for a "push for better wage settlements in order to establish key circulation wages on a parity with reporters, photographers, copyreaders and advertising salesmen."

The panel, which urged that locals co-operate with ANG in updating and expanding a three-year-old circulation-job survey, called on all Guild circulation employees to "take a militant stand to back up wage proposals set forth by negotiating committees."

The panel voiced concern at recent widespread demands by publishers for handling inserts and supplements in daily papers and assembling and stuffing preprinted sections of Sunday papers into main sections.

It asked the Research and Information Department to survey present practices and forms of reimbursement in this area among Guild circulation departments.

Robert Steinke of St. Louis was named chairman of the panel.

## Strike Penalty On Jobless Pay Scored

Voicing "dismay" at the "continued discrimination practiced in most states and provinces against workers made jobless by labor disputes," the Washington Convention urged revision of unemployment-compensation laws in both the United States and Canada to eliminate penalty periods in strikes and lockouts.

"Workers idled by strike, lockout or other industrial conflict are often forced to wait many weeks before becoming eligible for jobless benefits," the convention noted.

It called on Congress and the Canadian Parliament to enact legislation "to enable workers to receive benefits immediately on submission of proof of unemployment." It urged Guild locals to join with AFL-CIO and CLC councils in seeking similar aid in states and provinces.

In another resolution, the convention voiced support of pending U.S. legislation to bring five million more workers under unemployment-compensation coverage as well as provide "more realistic and uniform benefits" for 26 weeks of unemployment.

Guildsmen were asked to notify their senators of the Guild's endorsement and to urge immediate action on Senate Bill 1991.

## Dixie Colleges Win Awards In School Contest

Student newspapers of Auburn University in Alabama and Davidson College in North Carolina have captured the top awards in the Conference of District Councils' 1966 college newspaper contest. Both were winners in the Southern Council's contest.

The Auburn Plainsman won in the Class I division, for papers with more than 4,500 circulation. Davidson's Davidsonian won in Class II, for smaller papers.

Runners-up were Brooklyn College's Kingsman, in Class I, and Yeshiva University's Commentator in Class II, both in New York.

Third place went to LaSalle University's Collegian, in Class I, and Drexel University's Triangle, in Class II, both in Philadelphia.

The entries were judged at the Guild's Washington Convention by International Vice Presidents James B. Woods, Marshall W. Schiewe, and Robert J. Rupert.

## Donald Bailer, 44; Ex-Erie President

Covina, Calif. — Donald P. Bailer, 44, former president of the Erie Guild, died at his home here July 26.

As president and chief negotiator for the Erie Guild, Bailer led two successful strikes, in August and November 1952, against the now-defunct Erie Dispatch-Herald, where he was a reporter and columnist.

He left Erie in 1957 to become a feature writer for the old Los Angeles Examiner. He later worked in television and on the San Gabriel Valley Tribune and Pasadena Times.



Bailer



## Eubanks, Crawford See Guild Filling Vital Role In Industry

The Guild has played a significant role in the newspaper industry in the past and has a vital role to play in the future, the Washington Convention was told by two former ANG officers, ex-President Kenneth G. Crawford and former Executive Vice President Sam B. Eubanks.

Bringing "greetings from approximately 30 years ago," Crawford, who succeeded Heywood Broun as ANG president after Broun's death in 1939, recalled the Guild's birth pangs and said: "Almost all the things we feared most were the things we needed to fear the least, or not at all."

"It was said that newspapermen were individualists and never would be able to co-operate and had no business in a labor union anyway. . . . There were some . . . who felt that this should be a kind of ethical society."

"It was said when we went industrial that editorial employees would no longer have anything to say about their union. It was said when we set the minimum wages that the tendency would be for everybody to get the minimum and that it would level off the business."

"It was said that the Guild . . . would dictate the editorial policies of all newspapers and that . . .

newspapers would lose their individuality.

"None of these things, of course, has happened."

"The Guild, I think, has been absolutely necessary to this business over these years of consolidation. Without the Guild, with the newspapers folding as rapidly as they have, our standards would have been way down."

"This is a union which has been through the mill, which commands respect, and I am very proud of having had some small part in its beginnings."

Crawford was a Washington correspondent for the New York Post and the Nation and first vice president of the Washington Guild when he was chosen to serve out Broun's term until the Memphis Convention in July 1940. He is now a contributing editor of Newsweek.

Eubanks, who served as executive vice president from 1941 to 1951 and later as executive secretary of the San Francisco-Oakland Guild, is now assistant director of the Labor Department's Office of Labor-Management and Welfare-Pension Reports. He was escorted to the dais by a San Francisco-Oakland honor guard.

Noting that he knew fewer than 10 percent of this year's conven-

tion delegates, compared with 75 percent a few years ago, Eubanks said: "This is healthy . . . We are fortunate that in the Guild we have a thoroughly democratic practice . . . which encourages the development of new leadership."

Today's problems should not be allowed to obscure "the problems that may confront the organization more critically a decade or 15 or 20 years hence," Eubanks said.

Vast changes have been wrought in the newspaper industry by "hooking existing technology to new technology," he said predicting, "that what we are going to see in the future is . . . substitution by totally new methods."

As this communications revolution unfolds, Eubanks told the delegates, the Guild must "watch the cloud on the distant horizon as it takes shape and evaluate as carefully as you can the probable impact."

"I have no real hope that from the publishers there is going to be a real long-range think process which will aid in the adjustments that will probably be forced upon them," Eubanks said. "I think that of all the elements in the industry, the Guild is the one to whom we must look."



**OLD ACQUAINTANCE:** Kenneth G. Crawford, left, who succeeded Heywood Broun as ANG president in 1940, greets Sam B. Eubanks, who served as ANG executive vice president from 1941 to 1951.

## L. A. To Reconsider Bid To Oust Matty

Los Angeles, Calif.—The action of a July 20 Los Angeles Guild membership meeting that voted 61 to 53 to direct the executive board to dismiss Administrative Officer Joseph H. Matty will be reconsidered Aug. 14 at a special meeting called on a petition by Matty's supporters.

The motion to oust Matty was introduced by Lynn Igoe, former local secretary, who charged that the local had made insufficient collective-bargaining progress under Matty's leadership.

Five motions to amend or table Mrs. Igoe's motion were defeated in the course of debate in which Matty's adherents charged that the quarterly meeting had been packed against him.

Matty's supporters held that the action was without effect because local bylaws give the executive board "full authority" to hire and discharge the administrative officer, subject to approval of the membership.

Petitions for the special meeting that will reconsider the action were circulated in all of the Guild's units and carried more than 400 signatures when they were filed Aug. 5, the Los An-

geles Guild office reported.

Matty was hired as administrative officer of the 1,600-member local in September 1964 after serving a year as administrative secretary of the Denver Guild.

### L.A. Reaffirms Penalties In Picket-Line Crossing

Los Angeles, Calif.—The Los Angeles Guild last month unanimously reaffirmed a local trial board's conviction of 18 members who crossed Guild picket lines at the Los Angeles Herald-Examiner last November.

A local membership meeting July 21 upheld the board's findings after a review ordered by the International Executive Board on the ground of procedural irregularities. The local made transcripts of the trial proceedings available to the defendants, in accordance with IEB directions, but none appeared at the meeting.

The 18 were fined up to \$500, four were suspended and one expelled.

New trials are pending for two other defendants whom the IEB ruled had received insufficient notice of adjourned hearings.

## Justice Department 'Dragging Feet' On Monopoly, Says Rosenstock

(Continued from Page 4)

golden words, divining rods or mirrors," he emphasized, citing the necessity for strike action in New York, Oshawa, Puerto Rico, Los Angeles and Washington.

Rosenstock recalled that in 1959, when he was elected Guild president, he had stated publicly to the publishers that no Guild member wants to strike and does so only because of the publisher's refusal to enter into fair collective bargaining.

"The elemental lesson of all human affairs, that it takes two to make peace—or tango—falls on deaf ears too often where publishers are concerned," he declared. "Rarely do we take ultimate action, and publishers must then be shedding editorial crocodile tears when they cry for 'labor statesmanship.' I never heard the words 'management statesmanship.'"

"They should know that in the vortex of the collective-bargaining process, reason and statesmanship are the only armor of leaders—and that it should be reciprocal with management."

"Far too many," he said, "stand adamant astride their treasure, arms akimbo, bull whip in hand," behind "a hazardous shield of strike insurance."

"To every action there is an equal and opposite reaction. That is why we were spurred to bolster our Defense Fund armor, and we relax it at our very peril."

This consideration, Rosenstock said, impelled him to review the circumstances leading to the adoption last May by a divided IEB of a statement of policy on Defense Fund investments and loans.

While noting that the policy statement provides "definitive requirements and protective devices," Rosenstock said he was "still haunted by the action" and that "the overriding question of what we do with defense funds must be solved."

He said that he and a large minority of the IEB, as well as a

few of the majority, were greatly concerned by what he described as the "precipitant manner" in which a loan was made last fall to a local to help it buy a headquarters.

He said he was equally concerned by the "headlong drive" to effect the loan by a board poll instead of at a board meeting and asserted that "the hard fact that the president was kept completely in the dark during the early thrust

## Farson Sees Year Ahead Guild's Best

(Continued from Page 4)

publishers for 'capitulating' to the demands of other newspaper unions that refused to be bound by inferior settlements his organization had agreed to accept. He deplored the publishers' refusal to 'stand fast' against unions that refuse to be saddled with pattern settlements.

"To crown his address, this union officer, who has been talking 'one big union' for years, warned the publishers that if they continued this course of action 'the crafts may bind themselves into one all-powerful unit.'"

"Now, how do you determine the official position of this union? Is it for unity, co-operation, one big union—or is it only talking unity as a threat to make publishers fight harder against other unions that think newspaper workers are entitled to a fair share of the great profits they help produce?"

Despite such frustrations, Farson said, "we know from experience at the local level the advantages to newspaper workers of close and effective co-operation. We shall continue our efforts to this end, and we expect to meet with ITU officials again before the middle of September."

of the effort mitigated against any corrective action in his part."

"I am fighting this matter in a low key," he emphasized. "The question of that loan is now moot, and I wish the best to the enterprising local."

Rosenstock called for renewed emphasis on political action to help achieve the Guild's aims.

"If politics is the art of the possible," he said, "then political action is necessary to achieve the possible."

"Late last year President Johnson put his prestige on the line to repeal Section 14(b), and it passed the House only to expire under a karate chop of Ev Dirksen, Illinois gladiator with toga, all a-gogo for the dreams of yesteryear at age 70."

"What do we do? Political action! Let's continue to help the appropriate groups COPE with it! After all, the barons of industry support their political sief with a tithe countless millions."

Rosenstock noted that the Guild was convening in a city "where some of the Guild's first toddling steps were taken, where a bit later our founding convention assembled and where our founder, Heywood Broun, met with President Franklin Delano Roosevelt and eloquently argued and urged that newspapermen were people and had the right to enjoy the benefits of the New Deal."

He paid tribute to the Washington Guild's contributions to ANG, both through its production of such leaders as former ANG Presidents Kenneth G. Crawford and Milton Murray and as a pace setter in the achievement of the Guild's wage goals.

He recalled ANG's last Washington Convention in 1950, when Vice President Hubert H. Humphrey, then a senator, called for the right of all to participate in the fruits of democracy. That call "echoes down those corridors of 16 years to bespeak the Guild's thought and activity since then," Rosenstock said.

## Philadelphia Guild Gains 30 In Pottstown Election

(Continued from Page 1)

of continued support from the Presidents' Club, an organization of local AFL-CIO leaders, which aided the Guild during the organizing campaign.

Management of the Mercury, a 25,000-circulation daily, had refused to grant the Guild voluntary recognition.

### Commercial Unit Lost In Election At Utica

Utica, N.Y.—Classified and display-advertising employees of Gannett's Utica Press and Observer-Dispatch voted 19 to 12 to decertify the Utica Guild as their bargaining representative July 21.

The local, which still represents editorial employees, had been certified for the advertising unit by a 20 to 9 vote in May 1965 and had been bargaining for an initial contract when the decertification petition was filed. Nine

members of the Guild Unit had left the paper since the first vote.

Publisher Herman E. Moecker summoned employees to two "captive audience" meetings the day before the election but rejected a request that he call another meeting at which both he and ANG International Representative Fred Jones could speak.

### Hollywood Election Lost By L.A. Guild

Hollywood, Calif.—Unorganized employees of the Hollywood Citizen-News and the Valley Times voted 96 to 61 Aug. 9 against a representation bid by the Los Angeles Guild.

The National Labor Relations Board conducted the election, in which the Guild was seeking a unit of 190 advertising, business-office, maintenance and inside-circulation employees. It already represents editorial employees.



## Merged N.Y. Dailies Spurn 'Back-To-Bargaining' Bid

New York City—The World Journal Tribune this week rejected a Federal Mediation Service invitation to return to the bargaining table at which it left the Pressmen's union sitting last week.

The union, in asking the Mediation Service to intervene, said it was ready to resume bargaining "forthwith" to end the 108-day New York shutdown of New York's three newly merged papers. But John J. Gaherin, president of the New York City Publishers Association, said Aug. 8 that the company would not meet because it was "re-evaluating its position."

The New York Guild and eight other newspaper unions adopted a resolution the same day supporting the Pressmen "in their right to negotiate a satisfactory settlement."

Guild officers yesterday issued a statement charging the company with engaging "in a sort of sit-down against publication of their own paper by their desertion of

the bargaining table.

World Journal Publisher Matt Meyer characterized the discussions that led to a rupture of bargaining last week as "fruitless," but William J. Kennedy, Pressmen's president, said "real effective bargaining" had taken place and that the two sides "are not far apart."

Kennedy accused the company of delaying a settlement because it has "not wanted to publish during the summer months, when advertising revenue is down."

The Gallagher Report, a newsletter for advertising and news-media executives, had reported July 25 that the company was stalling until the end of August because there are "not enough summer advertising dollars around to motivate a settlement."

Meyer denied it shortly afterward. The company broke off negotiations after the union rejected a proposal by Mayor John V. Lindsay that its members go back

to work while a fact-finding panel studied the dispute and made recommendations.

Lindsay accused the Pressmen's union of "intransigence," but Kennedy said the company had agreed only to "nonbinding fact-finding" and had attached "conditions they knew no self-respecting union could accept."

Kennedy said the two sides "were within five minutes of a settlement" Aug. 16 before "the publishers went to dinner." He challenged the company to make public its final offer or at least disclose it to federal mediators to show how close it came to the union's main demand for a 6½-hour Saturday-night shift.

Meyer announced two days later—a few hours after the union rejected Lindsay's proposal—that the publishers had "no choice but to recess current negotiations to reassess their position and their publishing future in the light of this union's intransigence."

David L. Cole, who had been acting as Lindsay's mediator, told Lindsay his efforts appeared to be at a dead end unless the union agreed to fact-finding. Lindsay indicated Cole would return only if the union changed its position.

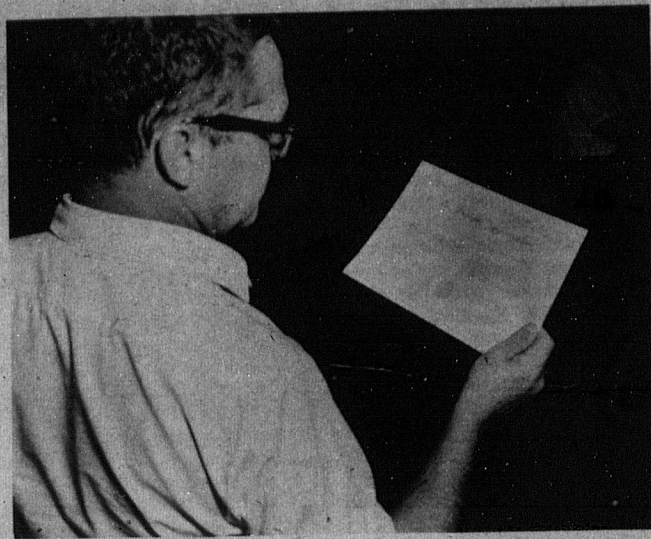
Gaherin denied July 27 that the New York Times and Daily News might suspend publication in support of the World Journal. Meyer said his company had not asked them to and did not contemplate doing so.

The merged papers—the morning Herald Tribune, evening World Journal and Sunday World Journal Tribune—have been suspended since the Guild struck for a contract April 24. The Guild settled June 28, and all craft unions except the Pressmen have reached agreements.

Newsweek reported last month that the New York Post has almost doubled its prestrike circulation to 700,000 since the Journal and Telegram, its afternoon competitors, shut down April 25. But the Times, it reported, has added only 50,000 copies—keeping distribution below demand, a Times official explained, "in order not to exploit" the Tribune's plight.

The Herald Tribune last week sold a 45-percent share in its Paris edition to the Washington Post amid reports that the Post had an option to buy a controlling share. The paper will be published starting in the fall as "The International Edition of the New York Herald Tribune-Washington Post."

Tribune columnist Art Buchwald left to join the Washington Post this week.



'GRATEFUL APPRECIATION': Joseph B. Downey, president of the Boston Guild, reads certificate of appreciation from the Boston Typographical Union for the Guild's assistance during the printers' 32-day strike last spring.

## Airline Antistrike Bill Draws Guild's Fire

ANG last week called on congressmen to reject "strikebreaking legislation" that would force striking airline machinists to return to work without a contract.

In a telegram to the 33 members of the House Interstate and Foreign Commerce Committee, ANG President Arthur Rosenstock, Executive Vice President William J. Farson and Secretary-Treasurer Charles A. Perlik, Jr., said:

"On behalf of 31,000 members of the American Newspaper Guild, we urge you to oppose the Morse bill, which would arbitrarily strip 35,000 members of the International Association of Machinists of the only right which gives any meaning to free collective bargaining—the right of the worker to withhold his labor until a contract is signed, the right to strike."

The bill, the telegram said, would "for the first time in peacetime force workers back to their

jobs in a profit-making industry." Stating that the legislation was "hastily conceived," the telegram pointed out that it would set a "dangerous precedent."

Although "attempts to justify it are made on the grounds of an alleged national emergency," the officers said, "even the Secretary of Labor has testified that a national inconvenience is the most that can be established."

Of all excuses for denying individual or institutional freedoms, they said, "surely 'inconvenience' is the most frivolous and most contemptuous of workingmen's rights."

"The current strike—which is surely inconvenient to union members as well as to the carriers and their clients—has only been extended by congressional consideration of strikebreaking legislation," it said. "Let's give the airlines and the union an opportunity to settle their dispute without the threat of governmental coercion."

## Vindicator Strike Vote Wins Hikes Up To \$19

Youngstown, Ohio — Pay increases of \$8 to \$19 and a modified Guild shop have been won in a settlement reached on the brink of a strike at the Youngstown Vindicator.

The three-year contract, retroactive to March 1, provides that seven of every 10 new editorial and classified-advertising employees must join the Guild within 31 days of hiring. A 15-day escape

period under a previous maintenance-of-membership clause has been cut to seven days.

A full Guild shop is retained in outside circulation.

The reporter's top minimum rises in three steps of \$7, \$6 and \$6, to \$164; that for roadman, district man and swing man, \$4.50, \$3.50 and \$4, to \$142; that for society reporter, \$3.50, \$3 and \$3, to \$117, and that for teletype and wirephoto operator, \$4, \$3.50 and \$4, to \$139.51.

An additional holiday—the employee's birthday—is added effective next March, and service time for a fourth week's vacation is cut from 20 years to 15. The severance-pay ceiling of 40 weeks' pay has been increased to 42, and qualifications of "continuous and uninterrupted" service have been dropped.

Company-paid medical-insurance contributions are increased from \$17 a month to \$23.56. Employees will receive a refund of \$6.56 a month since March, covering previous insurance contributions.

Employees hired before Aug. 1, 1964, will receive a week's pay at their present salary to make up for a week's vacation lost in an arbitration proceeding because of the Guild's 1965 strike.

## N.Y. Printers Upheld On Separate Pacts

New York City—A U.S. Court of Appeals has ruled that New York City newspapers must bargain individually with the Typographical Union.

The Second Circuit Court, in a unanimous decision handed down July 26, upheld a National Labor Relations Board finding that the publishers had engaged in unfair labor practices by refusing to bargain separately.

John J. Gaherin, president of the New York City Publishers Association, said the papers would "almost certainly" appeal the decision to the U.S. Supreme Court.

Contracts between the publishers and all newspaper unions except the Guild have been bargained up to now on a citywide basis. The printers asked to bargain on an individual basis in 1964, but the publishers demurred.

"While the question is not wholly free from doubt," said Judge J. Joseph Smith, "we con-

clude that the board was correct in determining that the Congress did not intend to instruct it to require an unwilling union to continue in the consensual relationship if it unequivocally withdrew its consent."

Judge Irving R. Kaufman, while concurring, voiced fear that the decision might aggravate union-management relations in the New York newspaper industry.

But Bertram A. Powers, president of the Typographical Union, said the decision would give the union "the opportunity to explore the individual problems of each publisher," adding that "separate negotiations will enhance prospects of successful collective bargaining in the newspaper industry."

He termed the court ruling "the logical conclusion in view of the publishers' withdrawing from group bargaining whenever that suited their purpose."

## The Guild Reporter

ELLIS T. BAKER, Editor

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

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### American Newspaper Guild

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## William H. Arnott Dies At 67; Ottawa Guild's 1st President

Ottawa, Ont.—William M. Arnott, founding president of the Ottawa Guild, died July 25 after a long illness. He was 67.



Arnott

Born in Scotland, Arnott came to Canada in 1911 and began his

newspaper career in 1928 at the Sault Ste. Marie Star. He later worked at the Kirkland Lake Northern News before joining the Citizen in 1945.

The City of Ottawa is planning to name a park after Arnott.

### Ottawa Vote Lost

Ottawa, Ont. — Maintenance employees at the Ottawa Journal voted 9 to 1 Aug. 8 against a representation bid by the Ottawa Guild. The Ontario Labour Relations Board called the election after the Guild presented cards signed by six of the group.