

World Journal Ready To Publish As Last Unions Negotiate Terms



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AFL-CIO Acts To Broaden BNA Boycott

New cancellations of union subscriptions to struck Bureau of National Affairs publications began coming in last week in the wake of an official call by the AFL-CIO executive council.

The council, meeting in Chicago, responded last month to an ANG Convention appeal for official endorsement of the BNA boycott, already being observed by 75 international unions and hundreds of locals, state councils and regional bodies.

The council scored BNA's "adamant refusal" to negotiate a satisfactory contract and declared:

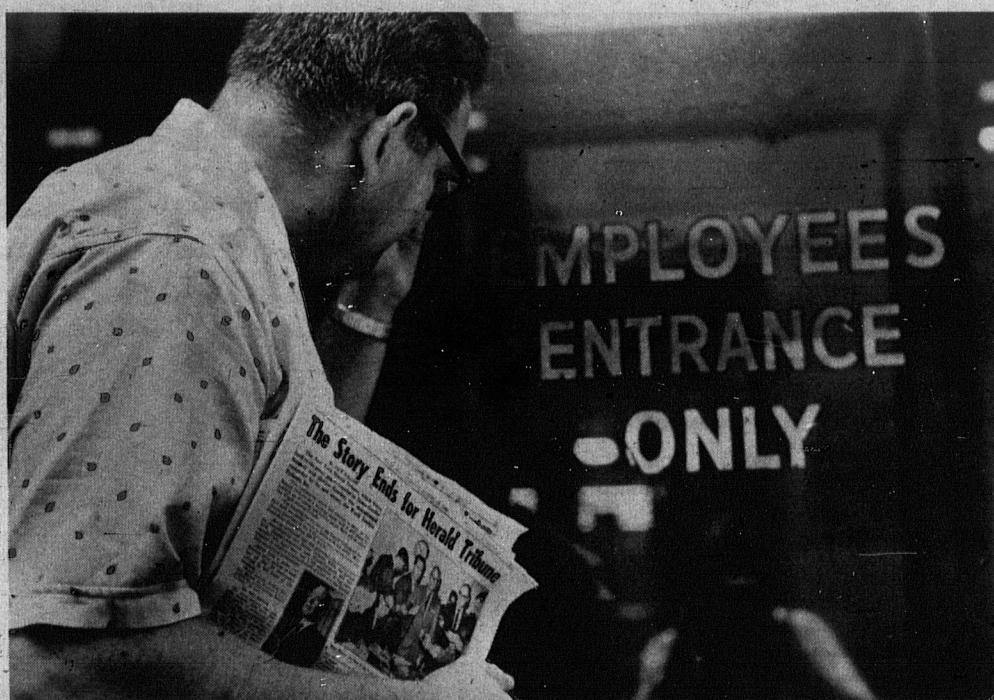
"Until such time therefore as the BNA management recedes from its obstinate position and offers conditions which will permit an honorable termination of the present strike, the executive council of the AFL-CIO calls upon all of its affiliates to cease utilizing the services or subscribing to the products of the BNA."

The August issue of the AFL-CIO Union Label and Service Trades Department's official publication added its support to the boycott campaign, citing the Washington-Baltimore Guild's strike publication, Labor's Weekly Digest, as an alternative to BNA's labor-information services. And an August editorial in the East Bay Labor Journal, official publication of the Alameda County (Calif.) Central Labor Council, declared that publication of the Labor Digest removes the last "flimsy excuse" for union bodies that have lagged in canceling BNA subscriptions because of the information the publications provide.

Bargaining in the 124-day strike remains suspended despite a modified Guild proposal on the key issue of union security.

Federal mediator James Holden told the Guild last week that the company has informed him it has no intention of relaxing its refusal

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STORY'S END: A former Herald Tribune reader, the Daily News's story of the death of his paper tucked under his

arm, finds only the photographer's reflection as he peers into the locked door of the Tribune building, where the closing was announced a day earlier.

New York Guild Photo by Jules Geller

The Presses Are Made Of Gold

El Paso: Where It Pays To Be No. 2

How good is an investment in a newspaper that ranks second in a two-newspaper city?

A very good investment indeed if the paper is the El Paso Herald-Post, a study of the Herald-Post's Class A common-stock value and dividend record by ANG's Collective Bargaining Department shows.

The Herald-Post is a paper that:

- Publishes six evenings a week while its competitor, the El Paso Times, is a seven-day operation.

- Runs less than 45 percent of the newspaper advertising linage run in El Paso daily and Sunday.

- Has seen its share of the Monday-through-Saturday linage shrink from 52.6 percent in 1941 to 49.7 percent in 1965,

losing its lead in 1963.

- Slipped from 42.2 percent of the total weekly circulation market in 1941 to 35.6 percent in 1965, and from 46.3 percent

of the Monday-through-Saturday market in 1941 to 41.6 percent in 1965.

"But an investment of decline" (Continued on Page 6)

Monroe Stepping Down As Washington Officer

Harris Monroe is resigning as administrative officer of the Washington-Baltimore Guild effective Oct. 1.

Monroe, who has held the administrative position since 1956, said he plans to spend a year in travel, rest and writing.

The local executive board accepted Monroe's resignation Sept. 1 but deferred the selection of a successor until Sept. 12. It will

also pick a replacement for Walter Bassford, who is resigning after five years as local treasurer.

Monroe, who has not announced his plans beyond the next year, was administrative officer through a decade in which the Washington Local became the first to reach ANG's \$200 wage goal, merged with the smaller Baltimore Guild and won

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Sept. 12 Start Due For New Merged Daily

New York City—The merged World Journal Tribune reached final agreement with the New York Guild this week, and with only contract ratification by the Stereotypers remaining, announced it would begin publication Sept. 12.

The end of the 20-week shutdown was announced following settlement of a two-month dispute with the Pressmen's Union over Saturday-night hours and agreement on final terms with eight other unions. Guild members and printers began returning to work Sept. 7.

The Guild, losing another 250 jobs as a result of the Herald Tribune's suspension, reached quick accord with the publishers on major issues Aug. 25, providing for 90 voluntary resignations with severance pay to ease the impact of dismissals.

Settlement with the Pressmen followed the next day, and there were predictions that the new paper would start to publish the day after Labor Day. But publication was delayed for another week when the company initially declined to grant parallel terms to unions that had settled earlier.

Abandoning that position Sept. 1, it struck a similar bargain with the Typographical Union, and agreements with seven other unions followed quickly.

The Guild said it wasn't interested in obtaining the Pressmen's bargain of a cut in Saturday hours at the expense of severance pay, but accord on final details of its contract was delayed until Sept. 6.

The World Journal's acceptance of 90 Guild resignations reduced the number of additional dismissals to below 200, mostly in editorial. Those dismissed, like 242 severed earlier as a result of the merger, will go on a rehiring list.

Bargaining continued last week and this over remaining problems, the principal one a company move to rehire seven persons outside of seniority on the grounds of special ability. The Guild said it would go to arbitration if the company did so.

The Pressmen's settlement, which World Journal Publisher Matt Meyer said "leaves us in a competitive position," granted the union a seven-hour Saturday-night shift. But it required the Pressmen to forgo \$14,000 from

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Tribune Postmortem

Paper Blocked Key Prestrike Accords, Raskin Reveals

New York City—The New York Herald Tribune was chiefly responsible for the World Journal Tribune's rejection of two proposals that might have averted the strike the Tribune now blames for its demise.

That picture emerges from a behind-the-scenes report on the shutdown and the Tribune's suspension by A. H. Raskin, associate editor of the New York Times editorial page.

Raskin, in a full-page article in the Aug. 21 Times, reveals that the Tribune twice blocked publisher acceptance of key prestrike proposals that might have broken bargaining logjams.

The first was a Guild proposal—made a month before the strike—that any employees of the three merged papers be allowed to resign voluntarily with

severance pay to reduce the problem of dismissals.

The second was a proposal by mediator Theodore W. Kheel—to which Raskin said the printers' union had assented—for a million-dollar settlement of the printers' demands for a financial cushion against the merger.

The ultimate settlement was \$913,000, close to Kheel's million-dollar formula and \$363,000 above what Raskin said the Tribune held out for before the strike three weeks earlier.

"With one night of hard bargaining at City Hall before the strike," Raskin quotes Kheel, "we could have come out with pretty much the same figure—and put tremendous heat on everybody else to settle in a hurry."

"Inside the corporation," said Raskin, "there is still

division on whether the big chance for a strike-free settlement was tossed away in that early stage."

THE CRISIS in Typographical Union bargaining came after the publishers had agreed to pay \$550,000 as a buy-out of reproduction pay and to compensate the union's pension and welfare fund for payments to be lost through the elimination of 400 printers' jobs on the merged papers.

"It had been assumed on both sides that something more would be added to take care of the union's demand for more than three weeks of severance," wrote Raskin. "However, when Mr. Meyer [company President Matt Meyer] sought guidelines from the three proprietors, he got a rude jolt."

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Tribune Blocked Prestrike Accords, Raskin Reveals

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"From an owners' conference came word that \$550,000 represented pretty much all the cash they believed ought to go into a final agreement."

Kheel then launched "a two-pronged offensive" to break the deadlock, Raskin reported.

The first phase proved successful when Typographical Union President Bertram A. Powers agreed "through the arcane sign language of collective bargaining" to lower the union's demand from 1.3 million dollars to a million, Raskin recounted.

Meyer and John J. Gaherin, president of the New York City Publishers' Association, were ready to go along, Raskin said, "pleased that Mr. Powers was giving them the flexibility of composing-room practice they deemed so vital to economical operation."

"Again, however," said Raskin, "the employer negotiators found themselves blocked by the directors when they sought authority for bargaining based on the Kheel proposal."

"The chief foe inside the corporation was Walter N. Thayer, president of the Herald Tribune. He had long been an articulate exponent of the view that all the city's publishers were letting themselves be pushed around by Mr. Powers and that it was time

to demonstrate that they knew how to fight."

Later, Raskin said, Thayer was the publishers' spokesman in rejecting Kheel, who was instrumental in settling the 1962-63 printers' strike and last fall's Guild strike against the Times, as a fact-finder under procedure proposed by Mayor John V. Lindsay. He voiced fear that Kheel's proposals would be "too expensive."

Thayer, Raskin noted, was Lindsay's finance chairman in last fall's mayoralty campaign.

ON THE key Guild issue of seniority in dismissals, Meyer and Gaherin again found their hands tied by Tribune resistance to the Guild's proposal to reduce the dimensions of the problem by allowing voluntary resignations.

"Mr. Meyer and Mr. Gaherin accepted the desirability of such an offer as a means of establishing how many departures from seniority would be worth fighting for," Raskin reported, "but they could not get upper-echelon concurrence until after the strike had been on for a month."

"Again the objections came from the Herald Tribune, which had a group of nearly 200 people on what Mr. Murphy [Guild Executive Vice President

Thomas J. Murphy] called the 'dingleberry' list—reporters and others it wanted to keep without regard for seniority."

"In the end, 40 percent of the 400 who did take voluntary severance were from the Tribune. The 'dingleberry' list was finally whittled down to only a half-dozen editorial workers."

The unexpected action of the Times and Daily News in not shutting down their papers in support of the World Journal Tribune was instrumental in reducing the pressure for a settlement after the strike began, according to Raskin.

"Mr. Kheel used the 'imminence' of a general tieup to stimulate union interest in a swift agreement," Raskin reported. But, he added:

"What neither the mediator nor any of the unions knew was that the other papers had already informed the new corporation that there was virtually no chance of a sympathy shutdown. Their lawyers had advised that the legality of a general lockout in these distinctive circumstances was far less clear-cut than when citywide contract patterns were at issue."

When the publishers met for a promised "11th-hour look" at the situation, said Raskin, "Mr. Meyer did not even ask for a suspension."

World Journal Girds To Publish Sept. 12

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a supplementary severance payment to the union and to accept a more flexible lunch period on the Saturday-night shift.

These concessions came under fire at an Aug. 28 ratification meeting at which the agreement was approved by a narrow 263-to-208 margin. But supporters said it would cost the company twice the \$14,000 the union was giving up.

Local President William J. Kennedy, in urging approval, said the agreement was achieved despite pressure by Mayor John V. Lindsay and Pressmen's International President Anthony J. De Andrade.

Several other unions asked for a similar reduction in Saturday-night hours, voicing willingness to make parallel concessions to obtain it.

The company resisted initially, Meyer contending that the pressmen's case was a special one because the 7½-hour shift originally contemplated would have required them to work a quarter of an hour more than they had at the old Journal-American and World-Telegram & Sun.

But by the end of the week Meyer agreed to give the printers a half-hour Saturday-night reduction. The company, which under its earlier agreement with the printers would have been required to begin payments last April for the right to use wire-service tape to set stock-market tables, will

not have to begin paying until the start of publication.

The company also will not be required to pay the union a previously negotiated \$333,000 for the right to transfer type from the new afternoon paper to the Tribune. It will be required to make the payment, however, if it ever initiates a morning paper.

Final agreements followed with the Stereotypers, ITU Mailers, Newspaper and Mail Deliverers, Photoengravers, Machinists, Paper Handlers and Electrical Workers.

The Stereotypers will meet Sept. 11 to ratify the settlement. Local President James J. McMahon predicted the pact would be approved "by a big margin."

Resumption of work began 136 days after the Guild struck the merged company April 24. The publishers had announced they would print the merged papers or no papers at all on the following day, rejecting a proposal that they publish the old papers while negotiating.

The Guild strike ended July 5, but the publishers made no attempt to print pending settlements with the other unions.

The Guild, hardest hit of all the unions by job losses resulting from the merger and the Tribune's suspension, is pressing a hunt for jobs for the newest group of displaced employees. Its placement bureau took an ad on the New York Times financial page Aug. 29 seeking positions for editorial and commercial personnel.

Including voluntary resignations, the Guild is losing more than 1,000 of 2,800 jobs eliminated as a result of the merger. Only some half of the 5,700 employees in all departments of the three merged papers will be employed on the new paper.

'Labor Picture Of The Year'



THIS GUILD REPORTER picture depicting the reaction of New York Journal-American employees to the announcement that their paper would be merged has won Press Associates' "Labor Picture of the Year Award."

The picture, taken by Jules Geller, official photographer for the New York Guild, appeared in Labor Day editions of union newspapers throughout the country. It was distributed under the title "It's All Over" by Press Associates, a labor news service, as part of its Labor Day feature packet.

The picture shows Thomas Pennacchio (center), chairman of the Guild's Journal-

American Unit, and two other Journal Guild members reading the paper's announcement of its merger with the Herald Tribune and World-Telegram & Sun. It first appeared, in a differently cropped version, in the GR's March 25 issue and was originally distributed by Press Associates at that time.

Geller, who received a \$25 prize from the news service for the award-winning picture, is a 40-year newspaper veteran and a member of the Guild since its organization in 1933.

He was an original photographer on the New York Daily Mirror when it was founded in 1924 and also worked for the New York Graphic and the Brooklyn Eagle. All three have folded.

"His recording of the end of the Journal-American shows his understanding of the impact of such an event on human beings," said Press Associates in announcing the award.

WJT Won't Sell Its Good Name

New York City—Editor & Publisher reported last week that the World Journal Tribune turned down a \$75,000 offer for the Herald Tribune's name from a new company, the New York Herald Tribune Co-operative Publishing Co.

Meyer said it would be "confusing to say the least" for another paper to carry any part of the World Journal Tribune's title but told the new company he saw "no reason why the unavailability to you of our name should discourage you from your plans to publish a morning newspaper in New York City if you believe it otherwise possible to do so."

The company dropped its plans for a new paper after being turned down.

Guild Victorious In Key UPI Teletype Arbitration

New York City—Newsmen at United Press International cannot be required to perform a new Teletype-punching procedure that justifies copy destined for a computer, arbitrator Samuel R. Pierce, Jr., ruled last month.

Pierce upheld the Wire Service Guild's contention that a new punching procedure instituted last December violates a contract clause stipulating that newsmen are not required to justify copy when filing stories on the wire.

The dispute developed after UPI introduced a system under

which Teletype tape produced by the new punching procedure can be used to set type in the same manner as Teletypesetter tape.

The company argued that the procedure only requires newsmen to give coded justification instructions to the computer and not to justify lines themselves.

But Pierce pointed out that the only way lines can be justified under the new system is for the operator to apply "very complicated" punching procedures involving the equivalent of "having to learn a new skill."

"Should the operator fail to punch this code properly," he said, "the resulting lines will not be justified. Thus, in the last analysis, it is the man and not the computer who justifies the lines."

The arbitrator conceded that the language of the contract—"The employer will not require a newsman when punching copy to justify the lines"—was ambiguous. But it was the company's proposed language, he pointed out, "and it is a basic rule of contract interpretation that ambiguity in a contract should be construed against the

party who drafted it."

Pierce ruled that the clause bars UPI from requiring newsmen to learn "any new, difficult and complicated TTY or unjustified TTS punching code or procedure which would have as its end result the production of justified lines."

Supporting testimony in the Guild's case was provided at the arbitration hearing by representatives of the Commercial Telegraphers' Union, which is seeking limitations on newsmen's punching in current contract negotiations with UPI.

Arbiter Says Automation Shield Covers More Than Computer

Memphis, Tenn. — Protection against automation dismissals is not limited to cases involving a computer, an arbitrator has ruled in a significant decision involving the Memphis Guild.

Dr. Paul H. Sanders of the Vanderbilt University Law School upheld a broad interpretation of the term "automation" in ordering restitution for an elevator operator dismissed after the Memphis Commercial Appeal and Press-Scimitar installed an automatic freight elevator.

Dictionary definitions of automation proved decisive in Dr. Sanders' ruling on the meaning of a contract clause limiting job reductions to attrition in cases involving "new equipment or machinery, generally referred to as automation."

The company contended that installation of an automatic elevator did not constitute automation, claiming that the word applied only to computerized equipment. But it found itself bucking these dictionary definitions:

"Automatically controlled oper-

Vacation With Pain

Memphis, Tenn. — You don't have to take your vacation in the hospital.

This principle was established by the Memphis Guild recently after a circulation employee at the Memphis Commercial Appeal and Press-Scimitar was hospitalized a few days before her scheduled vacation. Her boss telephoned the hospital to tell her the vacation could not be rescheduled if she were not back at work in time to take it.

The Guild took up the matter with higher authority, and the edict was reversed.

ation of an apparatus, process or system by mechanical or electronic device that takes the place of human organs of observation, of effort and decision." (Webster's Unabridged, Third Edition.)

"The technique of making a process or system automatic; automatically controlled operation of an apparatus, process or system, especially by electronic devices." (Merriam-Webster's New Collegiate.)

Noting that the operator's work had been completely eliminated by installation of the self-operating elevator, Dr. Sanders observed:

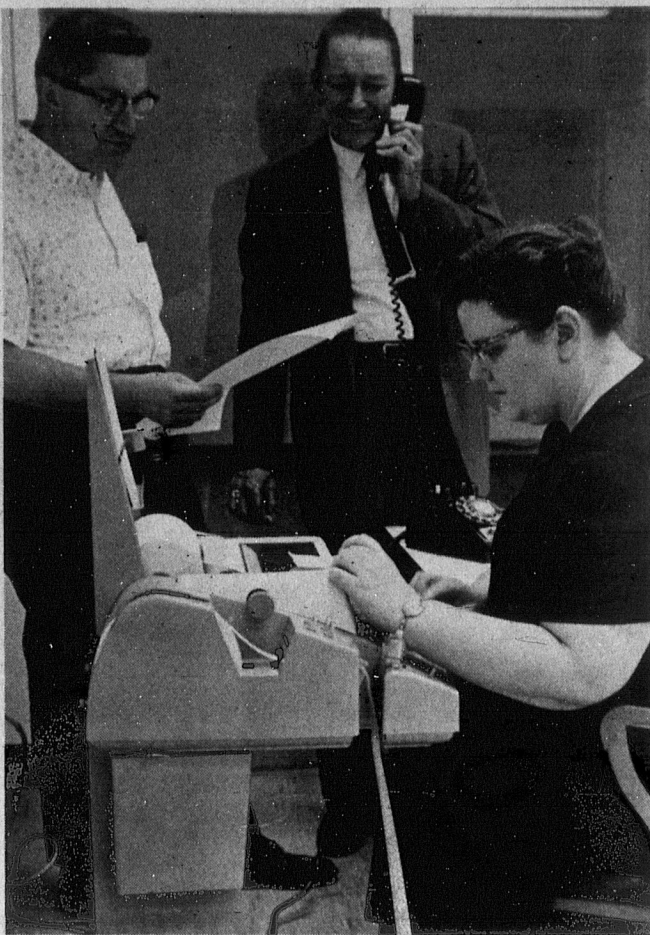
"Literally, the elevator has been automated, and again, literally, automation has occurred in that an automatically controlled operation of the elevator has taken the place of human organs of observation, effort and decision . . .

"The arbitrator believes that it is clear that the outer reach of the term 'automation' is broader than 'computerized technology'."

Dr. Sanders rejected as irrelevant the fact that discussion during negotiation of the automation clause centered largely on computers.

"It is not necessary," he said, ". . . that the parties specifically agree (or talk about) all of the particular applications of a principle," he said. "If it is shown (as the words of the contract show) that the parties have agreed upon a general principle, then there must be a persuasive showing that they have excluded a particular application of the principle. . . .

"The fact that during negotiations there was much talk about computerized technology does not in itself prove that this set the outer limit of the general principle. . . . If the parties had wished to restrain the language, they could have easily done so."



COMMUNICATIONS HUB: Three Guild members collaborate in a pioneering communications network for 11 AFL-CIO unions bargaining with General Electric and Westinghouse. Jerry Dale left, of the United Automobile Workers public-relations department, co-ordinator of the communications operation, dictates copy for teletype punching by Kay Morse, a Guild striker at the Bureau of National Affairs, as Kenneth Fiestler, secretary-treasurer of the International Labor Press Association, handles a phone inquiry. The information network, centered in Washington, is designed to speed the dissemination of bargaining information to and from locals all over the continent.

Contract Held Binding

Company Told It Can't Promote As It Pleases

Fairfield, Conn. — A contract clause making the publisher sole judge of an employee's qualifications for promotion does not give management an unfettered right to promote as it pleases, an arbitrator ruled last month.

The arbitrator ordered the Connecticut Sunday Herald to offer promotion opportunities to three Guild employees passed over when the paper created three new jobs early this year.

James J. Healy of the Harvard University Graduate School of Business Administration upheld the Bridgeport Guild's claim that the company had violated its contract by failing even to consider the three employees' qualifications for promotion.

The new positions—sports director, assistant women's editor and statehouse correspondent—were created after William Loeb, publisher of the Manchester (N.H.) Union Leader, acquired the paper last November.

The paper, formerly published as the Bridgeport Herald, was

moved to Fairfield and rechristened the Connecticut Sunday Herald. The new positions, set up as part of a program to broaden the paper's appeal, were filled from outside.

The Guild said they were filled without any consideration of the sports editor, the women's-news reporter or the political reporter who occasionally covered the statehouse.

It charged the company with violating a contract clause providing that "when an opening occurs in any classification . . . which offers advancement or improvement, such opening shall be filled by one of the publisher's present employees if such employee in the publisher's sole judgment is qualified."

The Herald contended that the latter phrase gave it a free hand either to promote the three employees or not, but the arbitrator said it did nothing of the sort.

Stating that the exercise of publisher judgment "cannot be capricious or arbitrary," Healy taxed the company with "remarkable indifference to its elemental obligations under the contract," "high-handedness" and "the seeming conviction that it was free to do pretty much what it wanted to do."

Healy found that management, according to its own testimony, never gave consideration to the qualifications of the three incumbent employees, its "threshold obligation" under the contract. The decision to bring in outside employees was made by Union Leader executives without consulting local supervisors or the incumbents' merits, he pointed out.

Declaring that it was now too late for the company to exercise its judgment, Healy ordered the Herald to offer the new jobs to the three Guild employees subject to the contractual probationary period of six weeks.

"The arbitrator is mindful of the probable disruptive consequences of this decision," he said. "But the company is reminded that its own somewhat precipitous and unthinking action has led to this result."

Guild Expands As Competition Is Resurrected In Chattanooga

Chattanooga, Tenn. — A new newspaper came under Guild contract last week as full-fledged newspaper competition returned to Chattanooga.

The first issue of the Chattanooga Post, afternoon offspring of the morning Chattanooga Times, rolled off the Times presses Aug. 29 to compete with the independently owned Chattanooga News-Free Press.

It appeared a day after the News-Free Press published the first issue of its revived Sunday edition to compete with the Times.

Times Publisher Ruth Sulzberger Golden has agreed to recognize the Chattanooga Guild as bargaining agent for the Post's 15-member editorial staff and to coverage of Post editorial employees by the Guild's contract at the Times, Local President Eugene Carter reported. The Times contract covers editorial only.

The new papers were launched following dissolution of a 24-year joint-printing arrangement between the Times and the News-Free Press earlier this year.

The News-Free Press, on whose initiative the arrangement was severed, announced it would resume the Sunday paper it discontinued as part of the joint-printing agreement, and the Times, which had published an afternoon edition before the semi-merger, announced plans for the afternoon Post.

The News-Free Press has said it eventually plans to establish a new morning daily to compete with the weekday Times.

The Post's initial 48-page edition had a press run of 42,780; advertisers have been assured of a circulation of at least 25,000.

The News-Free Press has a circulation of 60,000, a figure matched by its initial Sunday edition. The Times's Sunday circulation is 86,500; its daily circulation, 52,000.

The Post will sell for 10 cents on newsstands. Its first issue contained 6½ pages of classified advertising, much of it shared with the Times.

The lead editorial in its first issue promised that the Post would be "no echo" of the Times but that its views would be "within the same general framework of principles."

The Times, whose board chairman is Arthur Hays Sulzberger, board chairman of the New York Times, has had a liberal editorial policy. The News-Free Press has been an exponent of Goldwater conservatism.

Roy McDonald, Free Press publisher, said in explaining the

rupture, that "the economics of a joint operation with the Times disappeared 15 years ago."

Scranton Set To Bargain On New Sunday Paper

Scranton, Pa. — The Scranton Guild is preparing to open negotiations with the Scranton Times on broadening its contract to cover employees working on the paper's new Sunday edition, scheduled to begin publication in early October.

Guildsman Frank Parry, former Times wire editor, has been named Sunday editor. A number of new hires are in prospect, the local reports.

The Times, an afternoon paper, will be competing Sundays with the morning Tribune's Sunday Scrantonian, which has not previously been challenged in its control of the weekend market.

Brother Hubert Gets A Guild Card

Vice President Hubert H. Humphrey, whose surprise appearance was a highlight of the Guild's Washington Convention, has become an honorary member of the Washington-Baltimore Guild.

Local President Joe Holt Anderson, Jr., in a letter thanking Humphrey for coming, wrote:

"Since you identified yourself in your remarks to the convention as the Eleanor Roosevelt of the Johnson Administration, and since Mrs. Roosevelt was a member of our Washington Guild, I'm taking an administrative action to the effect that you have declared yourself an honorary member of the Washington-Baltimore Newspaper Guild."

An "administrative action," Anderson explained, means in his local "anything one of the officers thinks he can get away with without submitting to a vote."

The vice president accepted in a letter addressed to "Dear Brother Joe."

Cowles Empire Expanded By 9 Magazines

New York City—Cowles Communications Inc. is adding another link to its rapidly growing chain with the acquisition of Magazines for Industry Inc., publisher of nine trade journals.

Cowles, which publishes the San Juan Star, two Florida dailies and Look, Family Circle and Venture magazines, has reached an agreement to buy Magazines for Industry for a reported 2.5 million dollars.

Cowles last week also purchased three weeklies in Suffolk County, L.I., to clear the way for a new daily it plans to launch this fall. All three papers—the Babylon Town-Leader, the Bay Shore Sentinel and the Islip Press—will be closed when Cowles's new daily, the Suffolk Sun, begins to publish.



TURKS STUDY GUILD: Turkish union leaders studying U.S. labor-newspaper operations with a view to instituting or improving their own papers receive

suggestions from I. Kaufman, editor of the New York Guild's organ, Frontpage, during visit to Guild headquarters. The Turks are visiting under a U.S. Labor Department program.

Jodoin Assails 'Coercive' Law Breaking Canadian Rail Strike

Ottawa, Ont.—A law that broke Canada's one-week railroad strike and dictated the terms under which 122,000 workers were forced to return to work was denounced last week by Canadian Labour Congress President Claude Jodoin as "a coercive measure" that "simply makes illegal strikes out of what would otherwise have been legal ones."

Members of 17 unions that struck Canadian railroads Aug. 26 after eight months of fruitless bargaining returned to work last weekend under a law pushed through Parliament late Sept. 2.

It provides an interim 18-percent wage increase and imposes compulsory arbitration if agreement on final terms is not reached by Nov. 15.

The law's main purpose, said Jodoin, "is to force free men to work against their will and without assurance that they will be justly treated."

The legislation, Jodoin declared, ignores the recommendations of a Royal Commission, which would have protected workers against adverse effects of automation and other technological changes.

"It says in effect that the present system of collective bargaining is bankrupt but without attempting to find a workable substitute," he said, adding:

"Organized labor is against compulsory arbitration because it destroys free collective bargaining and because it does not work."

Members of 17 rail unions had proposed wage increases ranging from 25 to 30 percent.

Under the "back-to-work" law, the employees will receive an 8-percent raise immediately, another 4 percent next Jan. 1 and a final 6 percent Jan. 1, 1968.

Of the charge that granting the unions' demands would be inflationary, Jodoin said:

"In time of recession, workers are told that they cannot expect higher wages because they cannot be afforded. When times are good, they are told that wage increases would be untimely because they

might cause inflation.

"Worry about inflation never seems to arise until workers ask for their share of an ever more prosperous economy."

Citing "huge rises in corporation profits and increases in the cost of living," Jodoin noted that between 1961 and 1965 corporate profits had risen by 67 percent, while average wages went up only 16 percent.

"It is obvious," he said, "that Canadian corporations have not only failed to share their prosperity with their employees, but they have also deprived consumers of benefits."

Jodoin assailed the separatist Confederation of National Trade Unions for announcing on the eve of the strike that it would raid railway unions across the nation.

"Never before has any organization related in any way with the labor movement made such a strikebreaking effort," he declared. "The CNTU, in attempting to knife the striking railway workers in the back... has acted in the interests of management rather than the workers."

Wire Service Guild Set For \$270 Push At UPI

New York City — The Wire Service Guild is mobilizing its resources for four major objectives at United Press International—a Guild shop, shorter hours, a \$270 top minimum for newsmen and a \$135 top for all adult classifications.

The Guild's UPI national committee, setting ANG's new wage goals as its own, has also called for the elimination of geographical differentials and protection against speedups and abuse of work schedules.

The committee, in a letter to UPI. Guildsmen, said it is convinced that "much more than routine progress must be made in all of these areas and that this will be accomplished only through the kind of militancy that produced our last contract settlement, the best in 15 years."

The Guild, which will open negotiations with UPI early next year, has reaffirmed its support of

Hikes Up To \$12 Won At Catholic Weekly

St. Paul, Minn.—Wage minimums have been increased up to \$12.38 in the first year of a new two-year contract between the Twin Cities Guild and the weekly Catholic Bulletin. An additional \$3 a week will go into pensions.

The agreement, which provides for a wage-pension reopener in the second year, also includes the Guild's Model Contract clause on automation except for three months' notice of new equipment instead of six. Dismissals resulting from automation are prohibited, and retraining must be provided at the publisher's expense.

The top minimum for reporter is increased \$11, to \$159.50, the top for news editor is up \$12.38, to \$179.44, and the top for telephone operator, clerk and stenographer is up \$3.05, to \$81.30.

A minimum guarantee is provided for the first time for display-advertising salesmen, with a top of \$118.50.

The agreement, which is retroactive to May 1, provides for subsequent negotiations to establish a pension plan, with \$3 a week per employee as seed money effective Sept. 1.

The ceiling on severance pay is increased four weeks, to 34, a fourth week's vacation is provided after 15 years' service instead of 20, the mileage allowance is increased two cents, to 10 cents for the first 100 miles, and the Guild's Model Contract clause on military service is incorporated into the contract.

Toronto Wins \$8-\$17 At Television Station

Toronto, Ont. — Increases of from \$8.80 to \$17.80 in minimums have been won by the Toronto Guild in a two-year contract covering news employees of television station CFTO.

The top minimum for reporter-interviewer is increased \$7.20 the first year and \$7.60 the second, to \$158.80, while the top for news editor is up \$9 and \$8.80, to \$192.80, and that for assignment editor, \$7.60 and \$8, to \$169.60.

The company has agreed to negotiate a pension plan during the life of the contract.

The settlement forbids automation dismissals and bans transfers between job classifications without the employee's consent.

It supplements two weeks' vaca-

tion after one year with an additional day for each year of service from five to nine, increases the minimum call-back guarantee from 2½ to three hours and provides a minimum of four hours' overtime pay for any day worked over five a week.

Sioux City Negotiates Initial Janitor Contract

Sioux City, Iowa — An initial contract covering maintenance employees at the Sioux City Journal has been negotiated by the Sioux City Guild.

The contract establishes top minimums of \$70 for janitors and \$75 for smeltermen, each reached after 18 months.

Other contract terms parallel those for the Guild's editorial-circulation unit in most respects, including a five-day, 37½-hour week, six holidays, three weeks' vacation after six years of service and health-insurance coverage. A maximum of 15 weeks' severance pay at the rate of six months for each year of service is provided.

\$10.50 Package Won For Detroit Janitors

Detroit, Mich. — A two-year wage-pension package totaling \$10.50 has been won by the Detroit Guild for maintenance employees of the Detroit News.

Top minimums are increased \$3 retroactive to Jan. 1 and \$4.50 the second year, going to \$108.35 for watchmen, \$102.15 for janitors and \$88.05 for maids.

In addition, the company will pay \$3 a week into escrow to seed a supplemental pension plan to be negotiated subsequently.

NLRB Election Slated Sept. 14 In Richmond

Richmond, Va. — Editorial employees of the Richmond Times-Dispatch and News Leader will vote Sept. 14 on whether to retain the Richmond Guild as their bargaining representative.

Opposing the Guild in a representation election originally sought by the company will be the newly formed Richmond Newspapers Professional Association. A total of 118 employees are included in the unit.

The election was set after a National Labor Relations Board regional director dismissed unfair-labor-practice charges filed by the Guild, which had accused the company of refusing to bargain for a new contract and fostering the "professional association." Regional Director John A. Penello said he had been unable to find sufficient evidence to support the charges.

ANG Southern Regional Vice President Richard P. Lane spent two weeks of his vacation from the Memphis Commercial Appeal last month helping the Richmond Local in its effort to retain bargaining rights.

Cleveland Ex-Vice President Dies

Bracebridge, Ont.—Ruth Rothman, a former vice president of the Cleveland Guild, died Aug. 26, while vacationing with her husband and son near here. She was 60.

Mrs. Rothman, who had been a member of the Guild's executive committee since 1952, had

served in the Cleveland Press's classified-advertising department since 1927.

She was elected fourth vice president of the local in 1957, served as unit chairman in 1961, and served frequently on the Cleveland Guild's negotiating committees.

Detroit Daily Automates Darkroom

Detroit, Mich.—Automated film processing at the Detroit Free Press has cut darkroom production to less than 10 minutes.

Two new machines are involved. First, the photographer feeds his undeveloped film into a 12-inch Rolor Transflo automatic developer, which produces dry negatives in 4½ minutes, three times as fast as hand-developing and drying.

After making his enlargements, the photographer feeds the exposed paper into a Kodak Ektamatic automatic printing machine, which produces a semidry finished print in 10 seconds.

Experiments have shown that under deadline pressure the prints can be sent to the engravers just as they come from the machine, without fixing, washing or drying.



Empire State District Council and Gannett Conference, ANG seminar on bargaining, Sept. 30-Oct. 2, Rochester, N.Y.

Pennsylvania-Ohio-Indiana District Council, ANG seminar on bargaining, Oct. 7-9, Erie, Pa.

Western District Council, ANG seminar on bargaining, Oct. 14-16, Sacramento, Calif.

International Executive Board, fall meeting, Oct. 24-27, ANG Headquarters, Washington, D.C.

Thirty-fourth Annual ANG Convention, July 24-28, 1967, Chateau Laurier, Ottawa, Ont.

Farson Is Delegate To TUC Conclave

Blackpool, England—ANG Executive Vice President William J. Farson is representing the AFL-CIO at the British Trades Union Congress this week.

Farson and Paul Hall, president of the Seafarers International Union, were designated as fraternal delegates representing U.S. unionists by AFL-CIO President George Meany.

Farson was to report to the British labor movement on U.S. trade unionists' role in domestic affairs.

It was to be the second time in four years that Farson will have addressed the TUC. He represented the AFL-CIO at the 1963 congress.

LABOR

BEAT

AFL-CIO membership has grown by 347,000 during the first six months of 1966, according to figures released by the federation's executive council.

The increase caps a three-year spurt in which the federation has gained some 900,000 members, raising its total from an all-time low of 12,464,000 to 13,385,000. The figure does not include a million Canadian members, for whom per-capita payments are made to the Canadian Labour Congress.

WAGE BOOSTS UP

The average annual wage increase over the life of U.S. union contracts negotiated in the first half of 1966 averaged 3.7 percent, the Bureau of Labor Statistics reports. This compares with 3.3 percent in 1965, 3 percent in 1964 and 2.5 percent in 1963.

Collective-bargaining procedures, imported into the world of professional baseball last spring by Sandy Koufax and Don Drysdale of the Los Angeles Dodgers, were pressed an additional step forward last month when fullback Clem Daniels and end Art Powell walked out of the Oakland Raiders' football training camp after negotiations for pay increases broke down. The two stars scored 24 of Oakland's 35 touchdowns last season.

LIVING COSTS RISE

Canada's cost of living climbed 5.4 points in the year ending June 1, the Dominion Bureau of Statistics reports, to a new high of 143.5 based on an index of 100 in 1949.

And prices are continuing their upward march in the United States, advancing .4 of a point in July to 113.3—2.8 points over the price index a year ago. Higher transportation and fuel prices were the main ingredients.

Three hundred men walked off their jobs at an Oregon plywood mill last month when the company ordered one of its women employees to stop wearing tight pants. Pat Morris, a five-foot six-inch, 138-pound brunette, said the company told her she was "too stacked" and "was disturbing the young men." "I feel terrible about it," she said, "But I must say all the men are behind me."

UNION FERMENT

"A clearly recognizable ferment for new union organization" is observable in the United States, according to Jack Conway, executive secretary of the AFL-CIO Industrial Union Department. Citing a recent increase in representation-election victories by most IUD affiliates, Conway said there is a "shift in the climate of the country as a whole."

Lehigh Valley Guild Guides Cubs



The Lehigh Valley Guild finds an attentive audience for its pioneering seminar for starting newsmen.

Allentown, Pa. — A two-day seminar for fledgling newsmen, held last month by the Lehigh Valley Guild in co-operation with management of the Allentown Call and Chronicle, evoked enthusiasm in both teachers and students.

The Guild is exploring the feasibility of expanding the program next year to a full summer of

instruction and day-to-day guidance.

More than a dozen new staff members and student newsmen working as summer replacements participated in this year's program.

At the first session the papers' managing editor and news-department heads outlined the papers' operations, history and news policies.

On the following day eight reporters described their beats and the methods they use in getting and writing the news.

"The sessions have been useful to everybody concerned," said local secretary Paul Lowe. "Several youngsters who had been in doubt about following newspaper careers say they are looking at the field more seriously."

AMONG

OURSELVES

Gene Meakins, a former vice president of the Wire Service Guild who spent a year in 1963-64 as public-relations advisor to British Guiana trade unions and this year helped the Nigeria United Labour Congress establish a newspaper, has joined the staff of the American Institute for Free Labor Development.

Meakins will serve as an educational officer for the AIFLD. His first assignment is in Argentina.

Former Ottawa Guildsman Clifford A. Scotton, director of the Canadian Labour Congress's department of provincial federations and labor councils and editor of the CLC's official publication, Canadian Labour, has been named federal secretary of the New Democratic Party.

New York Guildsman Esri R. Gonzales, investigative reporter for the Spanish-language paper

El Diario, has shown he can be as adept at clearing the innocent as collaring the guilty.

Last fall Gonzales won official recognition for tracking down a subway-murder suspect and talking him into surrendering. This year he took to the streets to clear a man indicted in a tavern slaying. In July the indictment was dismissed and another man indicted on the basis of evidence uncovered by Gonzales.

Washington Guildsman John A. Sessions has been appointed to the District of Columbia Board of Education. A staff representative of the AFL-CIO Education Department, Sessions is known as an authority on educational legislation, school finances and new teaching methods. He has taught English literature and creative writing courses at Cornell, Johns Hopkins and the University of Michigan.

Harlan Draeger, five-term chairman of the Kenosha Guild's Kenosha News Unit, chose Labor Day to move to the reporting staff of the Chicago Daily News.

Rep. O'Brien, Ex-Guildsman, To Leave Hill

Albany, N.Y. — Former Albany Guildsman Leo W. O'Brien is retiring from Congress after 14 years as U.S. Representative from New York's 39th District.

The former Times-Union reporter's seat is being sought by the paper's executive editor, Daniel E. But-ton, who recently won the Republican nomination. Richard Conners, Albany City Council president, is the Democratic nominee.

O'Brien, who served as a judge of ANG's Heywood Brown Award in 1963, was the Times-Union's legislative correspondent when he was elected to Congress on the Democratic ticket in 1952.

As chairman of the House Interior subcommittee on territories, O'Brien played a key role in winning statehood for Alaska and Hawaii.

Romer Fund \$3,600, Twin Cities Reports

Minneapolis, Minn. — The Twin Cities Guild's Sam Romer Memorial Fund has risen to \$3,600 with a \$600 contribution from 38 local unions in Minnesota.

The memorial honoring the Guild leader and labor writer who died last spring will take two forms, the local has announced. The first will be an annual award for outstanding labor reporting and the second a seminar in which a labor authority will work with students in the University of Minnesota's journalism and industrial-relations schools.

Lynn Officer Named In 'Conspiracy' Suit

Boston, Mass. — The secretary of the Lynn Guild and a Saugus weekly newspaper, as well as Saugus's five selectmen are defendants in a \$300,000 "conspiracy" suit under the federal Civil Rights Act.

The Rose Chalet Function Room of Saugus has filed \$50,000 suits against each of the five selectmen, the Saugus Press and the Lynn Guildsman, John J. Quigley, a columnist for the Press.

The establishment charges that the selectmen refused to grant it a liquor license and that the town fathers, together with the newspaper and Quigley, "conspired" to deny the owners their civil rights, the use and enjoyment of their property.

The suit, filed in Federal District Court here, says the selectmen "conspired" to have police reports read aloud at meetings of the selectmen, the town's licensing authority, and that the Press and Quigley published the reports.

The newspaper and Quigley are expected to deny any conspiracy and to assert that the paper merely exercised its constitutional right to report what happened at an open meeting of the selectmen.

Brockton Guild Votes To Strike

Brockton, Mass. — The Brockton Guild voted 46 to 8 Sept. 7 to authorize strike action against the Brockton Enterprise-Times unless a new contract is negotiated to replace one that expired April 23.

The local, which has the support of the Brockton Central Labor Council, is seeking a modified Guild shop and a \$15 increase in its reporter top minimum of \$128.35. The company has offered \$8.15 and no union security.

'65 Guild Strike Leader Gets Times Labor-Relations Post

New York City — John D. Pomfret, who led Guild strikers at the New York Times's Washington Bureau during last year's 25-day strike, has been named assistant to the paper's industrial-relations director.

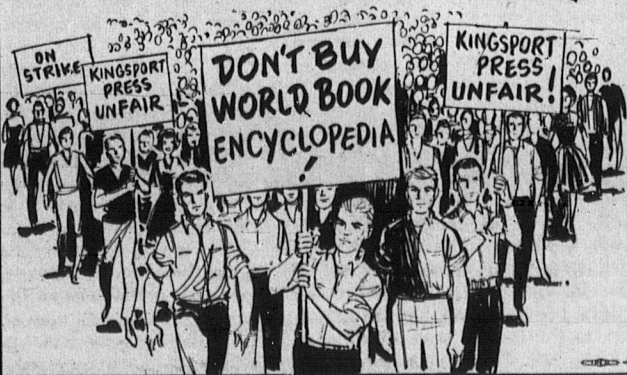
Pomfret, who had been covering the White House, took up his new management duties Sept. 1.

They include collective bargaining and grievance processing.

Before joining the Times in 1942, Pomfret spent 13 years as a labor reporter and editorial writer for the Milwaukee Journal.

He volunteered to serve as picket captain during the strike after the unit's chairman and vice chairman were called away.

JOIN THIS STRIKE!



UNION LABEL AND SERVICE TRADES DEPT., AFL-CIO

El Paso—Scripps-Howard's Southwest Eldorado

Value			Dividends			Total Benefit—Value Plus Dividends									
ANNUALLY			ANNUALLY			CUMULATIVE SINCE 1941			ANNUALLY			CUMULATIVE SINCE 1941			
	Per Share	All Shares	% of 1941 Value	Per Share	All Shares	% of 1941 Value	Per Share	All Shares	% of 1941 Value	Per Share	All Shares	% of 1941 Value	Per Share	All Shares	% of 1941 Value
1941	\$ 61*	\$ 213,436	100	\$ 5	\$ 17,500	8	\$ 5	\$ 17,500	8	\$ 5	\$ 17,500	8	\$ 5	\$ 17,500	8
1945	135	472,500	221	3	10,500	5	17	59,500	28	3	10,500	5	91	318,570	149
1950	150	525,000	246	40	140,000	66	174	609,000	285	40	140,000	66	263	920,570	431
1955	712	2,493,750	1168	64	224,000	105	424	1,484,000	695	626	2,192,750	1027	1,076	3,764,320	1763
1956	712	2,493,750	1168	64	224,000	105	488	1,708,000	800	64	224,000	105	1,140	3,988,320	1869
1957	712	2,493,750	1168	64	224,000	105	552	1,932,000	905	64	224,000	105	1,204	4,212,320	1974
1958	712	2,493,750	1168	96	336,000	157	648	2,268,000	1063	96	336,000	157	1,300	4,548,320	2131
1959	712	2,493,750	1168	96	336,000	157	744	2,604,000	1220	96	336,000	157	1,396	4,884,320	2289
1960	1,200	4,200,000	1968	60	210,000	98	804	2,814,000	1319	547	1,916,250	898	1,943	6,800,570	3186
1961	1,200	4,200,000	1968	50	175,000	82	854	2,989,000	1401	50	175,000	82	1,993	6,975,570	3268
1962	1,200	4,200,000	1968	50	175,000	82	904	3,164,000	1483	50	175,000	82	2,043	7,150,570	3350
1963	1,250	4,375,000	2050	55	192,500	90	959	3,356,500	1573	105	367,500	172	2,148	7,518,070	3523
1964	1,250	4,375,000	2050	55	192,500	90	1,014	3,549,000	1663	55	192,500	90	2,203	7,710,570	3613
1965	1,500	5,250,000	2460	114	398,120	187	1,128	3,947,125	1849	364	1,273,125	597	2,567	8,983,695	4209

* All dollars and percentages rounded off to the nearest whole number

Source: Scripps-Howard Investment Co. annual reports

It Pays To Be No. 2 In El Paso Market

(Continued from Page 1)
ing value and return? Hardly," said Collective Bargaining Director J. William Blatz. "At least not according to its dividend and stock-value record."

The Collective Bargaining Department's study of the Herald-Post, which had an average daily circulation last year of 41,532, showed that the Scripps-Howard paper:

► Paid a record high dividend of \$1.86 in 1965 on the dollar invested in its stock in 1941—\$398,120 in dividends on stock that cost \$213,435.60.

► Has paid dividends in each of the last 25 years averaging 75 cents on the dollar invested in 1941.

► Has not paid less than 75 cents on the 1941-invested dollar since 1953, when it paid 72 cents, and has not paid an annual dividend representing a return of less than 50 cents on the dollar since 1947, when it paid 41 cents.

► Has paid cumulative dividends of \$3,947,125 over the past 25 years—nearly 18½ times the cost of the stock in 1945.

The ANG study is drawn from annual reports of the Scripps-Howard Investment Co., which holds a minority interest in 10 of 17 Scripps-Howard papers, the Newspaper Enterprise Association, Scripps-Howard Broadcasting Co. and three papers outside the Scripps-Howard chain. The stockholding company has 10 percent of the Herald-Post's Class A common stock.

The Collective Bargaining Department study shows that while dividends paid by the Herald-Post are impressive, appreciation of the stock's value has repre-

This is the second in a series of articles on newspaper profits based on studies by ANG's Collective Bargaining Department. The title of the series, "The Presses Are Made of Gold," is taken from the refrain of "That Heavenly Newspaper Plant," labor troubadour Joe Glazer's new ballad about the Guild, adapted from his "The Mill Was Made of Marble" (GR, Feb. 25).

sented an even greater return to investors.

The Scripps-Howard Investment Co.'s 1965 report says the value listed for company stocks it holds that are not traded publicly is based on "earnings and dividends records of such companies and other relevant factors including sales, if any, of their capital stocks."

The ANG study shows that the value of stock in the Herald-Post last year was at an all-time high—5.25 million dollars, an increase of 20 percent over its value the year before and almost 25 times more than the stock cost in 1941.

The total benefit—the increase in share value plus the dividend—accruing to Class A common stock last year was \$1,273,125, nearly six times what the stock cost in 1941.

The cumulative total benefit realized on stock held since 1941, the ANG study shows, has been \$8,983,695—42 times the cost of the stock 25 years ago.

All the figures cited in the study are drawn from stock values and dividends, Blatz said, adding that "while they certainly give us a good indication of the profitability of the paper, they don't give us the full picture."

"Gross profits—before taxes—as a rule of thumb are about double the amount paid in dividends," he said. Federal corporate income taxes are 48 percent.

"And no firm pays all its after-tax profits in dividends," Blatz added. "In fact, a single year's dividends aren't necessarily in direct ratio to that year's profits."

"If El Paso demonstrates anything beyond the fact that newspapers are money makers, it is that even papers that would appear to be slipping in advertising and circulation—not drastically, but slipping—aren't necessarily in danger of going on the rocks."

The El Paso papers are editorially separate but have merged their business, circulation and management departments.



HARRIS MONROE

Monroe Quits Executive Post In Washington

(Continued from Page 1)
the first union security at the Baltimore Sunpapers after a bitterly fought 1965 strike.

Before coming to Washington Monroe was a local representative for the New York Guild for three years. A former reporter, copy reader and telegraph editor, he was an officer of the Pawtucket Guild and president of the New England District Council.

In 1963 he announced his candidacy for ANG executive vice president but withdrew at the convention, saying he was doing so because he was unable to form an acceptable slate.

Monroe said he expects to spend most of the next year in Portugal.

Farm Workers Win DiGiorgio

San Francisco, Calif.—The AFL-CIO United Farm Workers Organizing Committee has won the right to represent farm workers employed by the giant DiGiorgio Corp. in a hotly contested election struggle with the Teamsters' union.

DiGiorgio had been the object of an 11-month strike and a nationwide boycott, which was called off in July after the company agreed to the election. The vote Aug. 30 was 530 for the AFL-CIO union, 331 for the Teamsters and 12 for no union.

The Teamsters won a smaller unit of drivers and shed workers. Company President Robert DiGiorgio, who had urged his employees to support the Teamsters, said he would bargain with both unions.

AFL-CIO Chieftains Spur BNA Boycott

(Continued from Page 1)
to grant even a modified Guild shop. Holden said he saw no point in any further meetings.

A National Labor Relations Board regional director on Aug. 25 rejected Guild objections to a decertification petition filed on behalf of strikebreaking BNA employees.

Regional Director John A. Penello ordered an election to determine whether the Guild retains a majority, but the Guild immediately filed an appeal for a review of the ruling. An election cannot be held until the board acts on the request and on another Guild appeal against Penello's rejection of unfair-labor-practice charges against BNA.

Penello, in upholding the decertification petition, ruled that the assistant managing editor in whose name it was filed was not a supervisor under the law.

Contributions to the Guild's strike fund continued to flow in from Guild locals and other unions, raising the total to date to \$11,273. Following are the latest contributions:

St. Louis Guild	\$100
Denver Guild	50
Cleveland Guild	100
Scranton Guild	50
Boston Guild	25
Hazleton Guild	25
Wire Service Guild	25
Los Angeles Guild	50
San Francisco-Oakland Guild	50
Wilkes-Barre Guild	50
Philadelphia Guild	50
Oil, Chemical and Atomic Workers	200
UAW Local 632, Escanaba, Mich.	10
Retail Clerks Local 7, Denver	20
Teamsters Local 364, South Bend	50

Shoe Boycott Backed By AFL-CIO Council

Chicago, Ill.—The AFL-CIO executive council last month urged union members to refrain from purchasing shoes produced by the struck General Shoe Co. (Genesco).

The Boot and Shoe Workers' Union has been on strike for a new contract since February at Genesco's Chapel Hill, Tenn., plant. The company has been producing with strikebreakers.

Genesco brands include Jarman, Flagg Brothers, Fortune, Safety First, Mademoiselle, I. Miller and Valentine shoes.



'Opening Old Wounds' Condemned By Rupert

Editor:
Some people appear determined to persist in opening old wounds. Is this in the interests of solidarity and harmony through the Guild?

The decision to right a wrong, to uphold the legal and democratic election of Toronto Guildsman Ross Miller to the chairmanship of the American Newspaper Guild Conference of District Councils, took courage.

To upset the sanctity of a democratic election would be to set a dangerous precedent.

I congratulate the conference delegates. It is not easy to admit a mistake.

To some, this admission is impossible.

ROBERT J. RUPERT
International Vice President

'Whereas' Problem Finally Resolved

Editor:
I'm glad the convention knocked "Whereas" right on its heels. However, this might leave fu-

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

ture resolution writers in a literary limbo, not knowing whereas to proceed.

And I've resolved to solve that problem right now by offering an alternative method for writing clear and simple resolutions.

Begin by writing the following headings on a piece of paper, allowing space for a sentence or so: FACT, PRINCIPLE, DECLARATION, ACTION.

Then use normal English to express your thoughts under each heading. You may present the resolution with the headings left in for emphasis, or you may omit them. Also, you may occasionally add a fifth category: CHANGE IN PREVIOUS POLICY.

A friend and I developed this system years ago, and we have found it very useful.

CRAIG WILSON
Akron Guild

Bay Guildsmen Enrich COPE

San Francisco, Calif.—San Francisco-Oakland Guildsmen have dug into their pockets for \$522.41 in contributions to the AFL-CIO's Committee on Political Education.

About half the contributions came in a COPE Dollar Drive led by Helen Falter, vice chairman of the Guild's Printco Unit, the local reported this week. The other half came from such donations as the first week's raise in a negotiated pay hike.

Half the \$522 will be turned over to California's state COPE organization. The other half will be used by national COPE.

Seattle: Admen, Circulators Reap Merit Pay

All 27 fully experienced display-advertising salesmen at the Seattle Times were earning an average of more than \$31 over the top minimum as of last January, according to company payroll data.

Salaries ranged as high as \$46.25 over the top minimum of \$160.75, but bonuses and commissions raised some employees' earnings as high as \$259.81.

Earnings averaged \$29.15 over the top for seven fully experienced classified outside salesmen, \$16.09 over the top for all 20 telephone solicitors and \$11.69 over the top for all 40 circulation district advisors.

A new contract negotiated last April raises minimums for display salesmen by \$19.25, classified salesmen by \$10, telephone solicitors by \$8.25 and district advisors by \$12.

Following is the tabulation of merit pay as of last January:

Display Salesmen			
Top Minimum	Actual Salary	Average Bonus	Total
\$160.75 after 5 years	1 at 160.75	2.61	163.36
	1 at 160.75	5.21	165.96
	1 at 160.75	5.79	166.54
	1 at 160.75	6.04	166.79
	1 at 160.75	6.54	167.29
	1 at 160.75	8.70	169.45
	1 at 166.00	3.99	169.99
	1 at 160.75	9.29	170.04
	1 at 160.75	12.33	173.08
	1 at 160.75	13.71	174.46
	1 at 173.25	5.62	178.87
	1 at 175.75	9.91	185.66
	1 at 160.75	25.17	185.92
	1 at 174.50	12.47	186.97
	1 at 160.75	26.98	187.73
	1 at 191.00	1.93	192.93
	1 at 160.75	33.18	193.93
	1 at 172.75	21.23	193.98
	1 at 189.00	9.55	198.55
	1 at 195.75	3.79	199.54
\$120.75 after 4 years	1 at 195.00	10.38	205.38
	1 at 171.00	40.48	211.48
	1 at 206.00	11.07	217.07
	1 at 185.75	39.50	225.25
	1 at 206.00	23.66	229.66
	1 at 206.00	37.02	243.02
	1 at 195.25	64.56	259.81

Classified Outside Salesmen			
Top Minimum	Actual Salary	Average Bonus	Total
\$120.75 after 4 years	1 at 126.00	10.96	136.96
	1 at 125.00	12.99	137.99
	1 at 130.00	16.35	146.35
	1 at 130.75	17.99	148.74
	1 at 149.50	5.74	155.24
	1 at 149.50	8.11	157.61
	1 at 132.50	33.93	166.43

Classified Telephone Solicitors			
Top Minimum	Actual Salary	Average Bonus	Total
\$97.75 after 4 years	1 at 97.75	8.51	106.26
	1 at 97.75	8.75	106.50
	1 at 97.75	9.66	107.41
	1 at 97.75	9.95	107.70
	1 at 102.50	5.71	108.21
	1 at 97.75	10.56	108.31
	1 at 97.75	11.39	109.14
	1 at 97.75	11.40	109.15
	1 at 97.75	11.87	109.62
	1 at 97.75	12.41	110.16
	1 at 97.75	12.70	110.45
	1 at 97.75	13.85	111.60
	1 at 97.75	14.73	112.48
	1 at 97.75	16.49	114.24
	1 at 97.75	16.95	114.70
	1 at 102.75	16.67	119.42
	1 at 104.25	15.51	119.76
	1 at 102.25	19.95	122.20
	1 at 101.00	27.33	128.33
	1 at 106.00	35.16	141.16

District Advisors			
Top Minimum	Actual Salary	Average Bonus	Total
\$142 after 4 years	1 at 142.00	.27	142.27
	1 at 142.00	.65	142.65
	1 at 142.00	2.08	144.08
	2 at 142.00	2.63	144.63
	1 at 142.00	3.31	145.31
	1 at 142.00	4.10	146.10
	1 at 142.00	4.21	146.21
	1 at 142.00	4.32	146.32
	1 at 144.50	2.25	146.75
	1 at 142.00	5.50	147.50
	1 at 142.00	6.74	148.74
	1 at 142.00	7.53	149.53
	1 at 142.00	8.12	150.12
	1 at 142.00	8.29	150.29
	1 at 142.00	8.97	150.97
	1 at 142.00	9.56	151.56
	1 at 142.00	10.03	152.03
	1 at 142.00	11.85	153.85
	1 at 142.00	12.82	154.82
	1 at 142.00	12.85	154.85
	1 at 147.00	8.27	155.27
	1 at 142.00	13.56	155.56
	1 at 147.00	8.66	155.66
	1 at 142.00	14.04	156.04
	1 at 147.50	8.65	156.15
	1 at 152.00	5.87	157.87
	1 at 142.00	15.88	157.88
	1 at 147.00	11.03	158.03
	1 at 142.00	16.41	158.41
	1 at 142.00	16.58	158.58
	1 at 149.50	9.36	158.86
	1 at 152.00	7.06	159.06
	1 at 149.50	10.31	159.81
	1 at 147.50	13.38	160.88
	1 at 149.50	13.22	162.72
	1 at 149.50	14.97	164.47
	1 at 149.50	15.30	164.80
	1 at 147.00	19.01	166.01
	1 at 147.00	21.25	168.25

Fast-Climbing Newspaper Income Outstrips Rise In Production Costs

Newspaper income is rising faster than the costs about which publishers frequently complain, according to the results of a publisher-sponsored cost analysis.

Only one of 105 papers that reported higher costs in 1965 than in 1964 failed to offset the cost increase by higher income, the accounting firm of Kuhns, Lingley & Sinclair found in a survey made for the New York State Publishers Association and other press associations.

The result was before-tax profits averaging as high as 17 percent of gross income for 10 cir-

culation categories into which 111 papers in the survey were grouped.

In only one circulation group—3,000-5,000—was the margin of profit lower than 10 percent. It was 9.96.

Profits in five of the groups were above 15 percent. The 20,000-25,000 group had the highest figure—17.09 percent.

The survey, as reported by Editor & Publisher, showed that all 111 papers had higher operating income in 1965 than in 1964. All except one paper reported an increase in gross income.

Local display-advertising revenue was up in all circulation groups, but total income increased in the face of declines in national-advertising revenue in four groups and a decrease in classified revenue in one.

Advertising constituted more than 70 percent of revenue in all 10 groups, ranging as high as 77.39 in the 35,000-59,000 bracket.

Following is the income breakdown for each group, showing average revenue, average profits before taxes and percentage of profit:

► 3,000-5,000 (six papers)—Revenue, \$220,894; profit, \$22,007; percentage, 9.96.

► 5,000-6,000 (seven papers)—Revenue, \$289,021; profit, \$35,018; percentage, 12.1.

► 6,000-8,000 (seven papers)—Revenue, \$337,442; profit, \$44,277; percentage, 13.1.

► 8,000-10,000 (11 papers)—Revenue, \$508,489; profit, \$59,902; percentage, 11.8.

► 10,000-15,000 (25 papers)—Revenue, \$712,950; profit, \$85,745; percentage, 12.

► 15,000-20,000 (13 papers)—Revenue, \$1,173,223; profit, \$183,926; percentage, 15.7.

► 20,000-25,000 (eight papers)—Revenue, \$1,504,673; profit, \$257,207; percentage, 17.9.

► 25,000-35,000 (eight papers)—Revenue, \$2,098,980; profit, \$325,788; percentage, 15.5.

► 35,000-59,000 (eight papers)—Revenue, \$2,917,253; profit, \$473,956; percentage, 16.2.

► 27,500-55,000 (10 daily-Sunday papers)—Revenue, \$2,622,358; profit, \$413,067; percentage, 15.8.

► 75,000-140,000 (eight morning, evening and Sunday papers)—Revenue, \$6,929,732; profit, \$1,021,011; percentage, 14.7.

Local Copy

A PAGE FOR OFFICERS AND STEWARDS

Only 4 Guild Contracts Lack Severance Pay

Only four of 227 Guild contracts fail to provide severance pay, a new ANG Collective Bargaining Department survey shows.

Severance is payable on dismissal for cause or economy or because of suspension of publication in all 223 cases. In 143 it is also payable on death and in 97 on retirement or disability. In 54 of the latter cases it is payable in addition to pensions.

Forty-seven contracts provide for payment on resignation—eight at any time and the others after varying periods of service ranging up to 30 years.

Twenty-eight contracts have no ceiling on the amount of severance that can be earned. In those that have ceilings, they range up to 66 weeks' pay with the largest clusters at 60 weeks (12), 52 (16), 40 (15), 30 (27) and 26 (11).

In a few cases ceilings are stated in dollars rather than weeks of pay, with the lid ranging up to \$11,500.

Most contracts (158) provide a week's pay for each six months

of service or two weeks for each year. In 21 cases two weeks are provided for the first six months. Ten contracts provide more than two weeks a year, with amounts ranging up to 4-2/5.

Twenty-six contracts place no qualifications on the employer's obligation to pay severance. Ninety-four bar payment in the case of dismissals for failing to pay Guild dues or agency fees, 85 for self-provoked discharge, 98 for misconduct, 76 in cases involving neglect of duty, 80 in discharges for dishonesty, 48 for insubordination and 14 for drunkenness.

One bars severance pay in discharges resulting from unmarried pregnancy.

Papers Getting Fattest Slice Of New Ad Pie

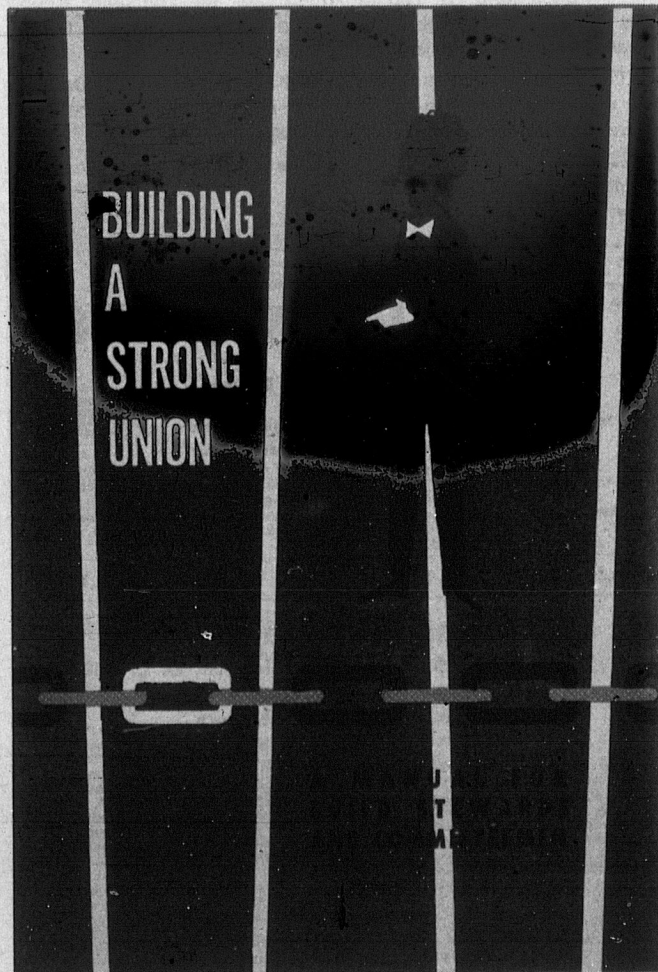
Fort Worth, Tex.—Newspapers are getting a larger share of new advertising revenue than any of the other three principal media, an advertising executive said last month. It has totaled over a billion dollars in the last three years.

Leo Bogart, general manager of the American Newspaper Publishers Association's Bureau of Advertising, traced a growing five-year trend "toward print in general and newspapers in particular" at a meeting of the Texas Daily Newspaper Association.

Newspapers, he said, will receive 49 percent of the total dollar volume being added to advertising expenditures in television, radio, magazines and newspapers this year, compared to 29 percent in 1962.

That year, he said, newspaper advertising grew by 58 million dollars. He estimated this year's increase at 355 million, to a total of 4.8 billion dollars.

By contrast, he said, television's share of the new money has declined steadily from 56 percent in 1962 to 27 percent this year.



STEWARDS' BIBLE: A revised edition of "Building A Strong Union," ANG's manual for shop stewards, is off the press. The 56-page brochure covers every aspect of a steward's duties, from organizing through contract enforcement and grievance procedure. It is available in bulk to locals.

Editorial

That Miami Marriage

Few newspaper mergers or suspensions take place these days without unions receiving the lion's share of the blame.

Publishers whose own ineptness or the squeeze of competition has put them in the red—or even the light pink—find it impossible to resist the temptation of shouting "The unions did it!" as they pocket the proceeds of a monopoly sale.

Were it not for rising "labor" costs and "obsolete" union work practices, they vow, their interred papers would still be enjoying long and prosperous days.

A month or so ago the Miami News folded its tent and slung down its sleeping bag in the Miami Herald plant, slashing its editorial staff by 30 percent and other departments by greater or lesser amounts. Publisher James M. Cox, Jr., cited heavy financial losses.

But this time there was no blame for the unions—neither the Guild nor the printers nor the pressmen nor any other union. For neither the Guild nor the printers nor the pressmen nor any other union had a contract at either paper.

Is it possible for two papers to marry without benefit of unions? Ask Mr. Cox.

Right On Schedule

The merged New York World Journal Tribune has announced it will begin publication Sept. 12—right on schedule.

Back in July the Gallagher Report, a newsletter for advertising and news-media executives, made this analysis of the New York situation:

"World Journal Tribune publishers stall settlement. Aim for end of August publication. To iron out bugs before Labor Day. Not enough summer advertising dollars around to motivate settlement."

Drew Pearson, in a radio broadcast at about the same time, predicted both that the Herald Tribune would never reappear (as the Gallagher Report had predicted in May) and that the World Journal would begin publication after Labor Day.

World Journal Publisher Matt Meyer denied that the company was not interested in publishing until September—as he denied that any final decision had been made to fold the Tribune three days before its suspension was announced.

"Would we have settled with the other nine unions if we didn't want to publish?" he asked in response to a question.

But settlement with nine unions wasn't sufficient to begin publication. There was a 10th union, and the World Journal didn't settle with it until the end of August—as the Gallagher Report had predicted—and until after the Tribune had been laid to rest. Then it reached agreement in less than two weeks.

The only "bug" that wasn't ironed out before Labor Day was the unforeseen problem of reopening negotiations with the other unions after the Pressmen's settlement.

That was finally ironed out this week. And Meyer announced publication would begin Sept. 12.

Right on schedule.

'But How Can We Merge? We Haven't A Single Union To Blame It On!'



DATELINE: WASHINGTON

Dirksen Holds—Or Withholds—Key To Civil-Rights Bill

By WILLARD SHELTON, Washington Guild



The steam seemed about to evaporate from this session of Congress when Senate Democratic leaders for the first two days of debate on the House-passed civil-rights bill were unable to maintain a quorum on the preliminary question of whether to take up the measure.

This may prove to be true, although appropriation bills and other matters will require several weeks before adjournment. But the delinquency of senators did not necessarily mean extreme weariness and apathy—not even on the civil-rights bill. A disgraceful exhibition, as Sen. Mike Mansfield, the Democratic leader indicated, yes. But the absentees had an excuse: They were waiting for Dirksen.

It has been abundantly proved in the current Congress that whenever a filibuster looms, the Republican minority leader, Everett McKinley Dirksen of Pekin, Ill., becomes the de facto majority leader.

The arithmetic is elementary. On a cloture vote to shut off a Southern Democratic filibuster on civil rights, Mansfield knows he will lose about 25 of his troops. To build back up to the required two-thirds cloture majority he must have a signal that Dirksen is willing to furnish support from about 25 of the Senate's 33 Republicans.

A furious filibuster on any subject, including civil rights, becomes a battle in a paper bag unless and until Dirksen indicates willingness to help try to pass a bill, not obstruct it.

The Illinois Republican thus becomes the key figure, a role he plays with relish.

The Hamlet of the Prairies, his mobile face expressing mockery and his melodramatic phrases dropping smoothly, has had many opportunities the past three years to exercise his power.

He publicly wrestled with his conscience for weeks before agreeing that the open-accommodations section of the 1964 Civil Rights Act was not necessarily unconstitutional and therefore consented in advance to help pass it. That meant that cloture could be invoked against the Southern Democratic filibuster, and it was, with Republicans helping form the two-thirds majority.

His next act in scene-stealing was to profess extreme apprehension about the Supreme Court's "one man, one vote" decisions and sponsor insistently a constitutional amendment to override them. He was able to force two floor votes on the proposal despite the fact he couldn't get a favorable report from the Judiciary Committee.

He took off on the Supreme Court's so-called "antiprayer" decisions, sponsoring another constitutional amendment, and had to be promised a floor vote on that before dropping a threat to tie up the Senate while using parliamentary devices to bring up the amendment himself.

He decided that repeal of Section 14(b) of the Taft-Hartley Act would be an unholy, unwise and arbitrary, although he never had shown any intense interest in the issue before, and on this he executed two successful filibusters himself, last year and this.

He prevented the Senate from even calling up the repeal bill, since obviously he declined to furnish Republican votes to break his own filibusters.

Now he is expressing enormous doubts about the open-occupancy sections of the current civil-rights bill, although the provisions had been modified and compromised

in the House to meet Republican objections, so that any further serious modification would compromise the open-occupancy requirement out of existence.

Open occupancy, he says, is unconstitutional—the same thing he said about public accommodations in 1964. He has publicly all but pledged himself not to "resist" the Southern Democratic filibuster of the entire bill, which simply means that he will not supply Republican votes on the eventual Mansfield motion for cloture.

Other members of the Senate are aware of the formidable power he thus wields. They have been waiting until they hear some syllable that Dirksen will accept a compromise, that he will modify his doubts about constitutionality, that he help bring the bill to a vote.

Their absenteeism was unworthy, no doubt, but in effect it was about the same as a vote. It was an acknowledgement that Dirksen, not Mansfield, is the de facto Senate key.

However unwisely, they were serving notice that if the civil-rights bill could not be passed now they would take the risk of having to return in a special session after the election to force the issue—and Dirksen—to a showdown when public attention can be concentrated.

Recollection

"Mr. President, this is Bill Farson of the Newspaper Guild, my first and last labor client."

This was the way U.N. Ambassador Arthur J. Goldberg presented ANG's executive vice president to President Johnson at a White House dinner for union officers Aug. 31.

Goldberg's first case as a labor attorney was in connection with the Chicago Guild's strike against Hearst in 1939. His last was helping defend ANG against a six-million-dollar libel suit by Hearst before his appointment as Secretary of Labor in 1961.

Some 80 union officers at the dinner heard Johnson and members of his Cabinet in a review of foreign and domestic problems.

The Guild Reporter

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and
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2 Dailies Expand In Broadcasting

Two major newspapers are expanding into new areas in broadcasting.

The Washington Star's Evening Star Broadcasting Co. has contracted to purchase Station WCIV-TV in Charleston, S.C. The company already owns radio and television stations in Washington and in Lynchburg, Va.

The Boston Globe Newspaper Co. is teaming up with the Kaiser Broadcasting Corp. to purchase AM and FM radio stations WXHR in the Boston-Cambridge area. The property is being sold for 1.75 million dollars.

Both sales are subject to Federal Communications Commission approval.