

Guild Protests Grenada Attacks On Newsmen

ANG and the Wire Service Guild last week protested to Mississippi Gov. Paul B. Johnson, Jr., against the failure of Mississippi police to prevent the beating of newspapermen covering school-integration violence in Grenada.

Three Guild members, newsman Robert Gordon of United Press International and photographers Jack Cantrell and James R. Reid of the Memphis Press-Scimitar, were attacked Sept. 12 by white gangs who wielded ax handles, pipes and chains against Negro children entering two newly integrated public schools.

Farson, voicing shock at the attacks, wired Johnson that they have "outraged members of the Guild as well as all decent citizens."

"The lack of adequate police protection for all of Grenada's citizens—most particularly for defenseless children—deserves a condemnation at least as strong as the failure to protect newsmen," Farson added. "A society of free men cannot exist where children may not attend school and newsmen report the news unhampered."

"On behalf of 31,000 members, I strongly protest this failure of law enforcement and urgently request you to ensure that it will not be repeated."

Harry Culver, president of the Wire Service Guild, joined Roger Tatarian, vice president of UPI,

in protest against the failure to protect Gordon.

"Surely you realize," Culver wired Johnson, "that as long as one newsman or any citizen cannot be provided protection against such savage attacks, no one in Mississippi can feel secure."

Gordon, attacked by a band of 20 whites while policemen stood by, tried to take refuge on school grounds but was chased back into the hands of his pursuers by a deputy sheriff.

Knocked to the ground with a heavy cane, he was clubbed with a steel helmet and kicked repeatedly until two policemen finally intervened. They escorted him to the corner but refused to take him to his car a couple of blocks away.

"You better run like hell," they told him, Gordon did, but he barely escaped two other whites, taking refuge in a local newspaper office.

A white gang smashed both Cantrell's and Reid's cameras, exposing Reid's film in a partially successful effort to destroy pictures of the attack on Cantrell.

One of the pictures (at right) showed a policeman standing by as Cantrell was attacked, and Reid testified in Federal Court, Oxford, Sept. 16 that the mob continued to assault him after two Grenada policemen lifted him from the ground and held



GREETINGS FROM GRENADA: Memphis Press-Scimitar photographer Jack Cantrell, left, is attacked by a white mob in Grenada, Miss., as a

policeman, in background, stands by. The picture was taken by another Memphis photographer, James R. Reid, who was also beaten and whose camera was seized in an attempt to ruin the film.

U.S. Files Suit To Give N.Y. Post Chance To Get Tribune Features

THE GUILD

REPORTER

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

Vol. XXXIII, No. 19 Washington, D. C. September 23, 1966

First 5-Week Vacation, \$14 Raises Won In 2-Year Chester Contract

Chester, Pa. — The first five-week vacation in any Guild newspaper contract and general increases of up to \$14 were won this month in a two-year Philadelphia Guild contract at the Delaware County Times.

The fifth week of vacation—actually, five weeks and a day—will go to employees after 30 years' service. No other Guild newspaper contract provides for

more than four weeks' vacation. In addition, top minimums on the 46,000-circulation daily will be increased \$14 at the deskman level, to \$176.45, and \$13 at the reporter-ad salesman level, to \$168.70.

Seven-dollar increases each year will go to employees earning \$160 and over, \$6 raises to those earning \$150 to \$159.99, raises of \$4.50 to those earning \$120 to

\$149.99, and \$3 to those below \$120.

The top minimum will rise a total of \$9 for classified solicitors, to \$144.70, circulation supervisors, to \$143.45, and mailers, to \$129.20. It will rise \$6 for secretaries and bookkeepers, to \$106, and telephone operators, to \$101.25.

The night differential is increased \$1 per shift, to \$1.50, and a \$2 meal allowance is established for employees working four hours overtime or more.

The contract is scheduled for a ratification vote next week.

The only other five-week vacations are in non-newspaper contracts, the first negotiated by the Washington Guild at the Railroad Brotherhoods' paper, Labor, in 1964.

ANG Field Staff Adds Kearney, Pennacchio

ANG Executive Vice President William J. Farson last week announced the appointment of two veteran local Guild leaders to ANG's staff of international representatives.

The new staff members are Fred T. Kearney, former president of the Youngstown Guild, and Thomas Pennacchio, chairman of the New York Guild's recently merged Journal-American Unit.

Kearney joined the field staff Sept. 19. Pennacchio will begin Sept. 26.

Their appointments will increase the staff's regular full-time complement to eight. Resignations had reduced it to six.

In addition, four local Guildsmen are working on ANG organizing and bargaining assignments on a part-time or temporary basis. Kearney will work out of Youngstown and Pennacchio out of New York initially, Farson said.

Kearney, who headed the Youngstown Local during its rec-

(Continued on Page 6)

Joint Production Plan Pays Off In Knoxville

Third In A Series On Newspaper Profits—Page 6

New York City—The Justice Department last week moved to force the merged World Journal Tribune to let other New York City papers bid for the syndicated features it inherited from the defunct Herald Tribune.

The government, acting two days after the new paper's debut, filed a civil antitrust suit in Federal Court after the World Journal abruptly terminated bidding by the rival New York Post for syndicated columnists formerly appearing in the Tribune.

Atty. Gen. Nicholas deB. Katzenbach said the government would also seek an interim order permitting the Post to run the columns and features at the same time as the World Journal while the suit is being tried.

The government suit said the World Journal's acquisition of Herald Tribune features may "substantially lessen competition and tend to create a monopoly" in the New York newspaper industry by giving the World Journal "a decisive competitive advantage over the only other daily afternoon newspaper in New York City."

The acquisition threatens the

Post's "continued existence," it declared.

The World Journal ended a 140-day publishing void Sept. 12, less than 24 hours after ratification of a contract settlement by the Stereotypers' Union cleared the last hurdle to publication.

The new afternoon paper merged the afternoon Journal-American and World-Telegram & Sun with the morning Tribune, discontinued by the new publishing combine Aug. 15. It employed 2,500 fewer employees—including 1,000 fewer Guild members—than the three old papers, although several dismissed Guild employees were recalled from rehiring lists in the first few days.

Its appearance ended a 4½-month monopoly in the afternoon field for the Post, which had doubled its circulation to 685,000 during the shutdown.

The Post, anticipating a struggle with the new publishing behemoth fostered by Hearst, Scripps-Howard and the Tribune's John Hay Whitney, asked the Justice Department to file an antitrust suit forcing the World Journal to let the Post bid for the

(Continued on Page 2)

ITU Modifies Regulations On Contract Observance

Colorado Springs, Colo.—The International Typographical Union's annual convention this month unanimously eliminated a portion of the union's bylaws under which publishers have called on the ITU to instruct local members to honor their contracts and report for work in the face of other unions' picket lines.

ITU leaders told the convention that the amendment, sponsored by President Elmer Brown and the union's executive council, would make possible greater co-

operation with other unions and safeguard the ITU from legal liability for any local failure to observe contract commitments.

The amendment eliminated by-law provisions that specified contract observance as "paramount" in ITU policy over other unions' picket lines and that have led employers and some local officers to call on the international union to enforce local contract commitments.

Eliminated were the following (Continued on Page 5)

Antitrust Suit Filed On Herald Tribune Features

(Continued from Page 1)
Tribune's former syndicated features.

The Justice Department announced Sept. 8 that the World Journal had agreed that day to let the Post compete for former Tribune columnists Walter Lippmann, Roland Evans and Robert Novak, Art Buchwald and Joseph Alsop, waiving its rights to them under the merger agreement.

"Bidding began," Asst. Atty. Gen. Donald F. Turner, head of the department's Antitrust Division, announced Sept. 14, "but was terminated on short notice by the World Journal Tribune on Sept. 10"—two days before it began publication.

Turner said the Post had been unable to obtain any of the four columns in which it was interested—Lippmann, Evans and Novak, Alsop and Buchwald.

Editor & Publisher quoted World Journal Publisher Matt Meyer as stating that the bidding was called off because "we felt we were getting into the area of the ridiculous."

E&P said the World Journal had matched all the Post's bids, raising the columnists' prices by 10 percent.

Turner said the department's unprecedented interim move to let the Post share the columns with the World Journal was essential to protect the Post, "given the delicate and unstable nature of newspaper competition and the possibility that the World Journal Tribune could gain a decisive advantage" before the antitrust suit is decided.

Meyer said the merged com-

pany would "resist vigorously the unprecedented relief sought" by the government.

The suit was filed under the Celler-Kefauver antimerger section of the Clayton Act, which bars an acquisition of assets that tends to lessen competition and create a monopoly. Antitrust officials said it was the first action to force a company to give up contracts it had acquired in a merger.

The new paper's first issue contained all of the syndicated columnists except Lippmann, who was on vacation. It also featured three other Tribune luminaries—women's editor Eugenia Sheppard, advertising columnist Joseph Kaselow and sports columnist Red Smith—whom Newsweek magazine reported Mrs. Schiff had asked the Justice Department to force onto the auction block.

The government's suit does not affect these three or other columnists who were Tribune employees.

The World Journal's inaugural issue contained a lead editorial voicing the paper's gratitude to Mayor John V. Lindsay and mediator David L. Cole for their roles in helping to settle the union-management dispute and to "the representatives of labor for their determination to negotiate a fair settlement."

The Stereotypers, last of 10 unions to ratify settlements, did so quickly and overwhelmingly Sept. 11, and Lindsay issued a statement hailing the end of the shutdown and urging "a continuing dialogue" between labor and management in the future "to



AT LAST! Three Guildsmen greet the long-heralded arrival of New York's merged World Journal Tribune after 140-day hiatus. Reading the first edition are, from left to right, reporter Glenn Purdy, reporter Judson Hand and telephone clerk Ann Decker.

avoid crippling strikes like the one we have just had."

"Perhaps," he ventured, "it would even be possible for another morning newspaper to be published in New York in the future."

Lindsay appeared at the World Journal plant the next day to press the button for the first press run, but the Pressmen's Union ob-

jected. Local President William J. Kennedy said the union wouldn't give Lindsay an honorary membership card because "he's the publisher's representative."

Union leaders had accused the mayor of favoring the publishers during the Guild's strike and subsequent disputes with the craft unions.

Although the Guild has settled its contract, a dispute over seven editorial employees the World Journal has insisted on retaining out of seniority is headed for arbitration.

Mediator Theodore W. Kheel, who participated in early efforts to settle the printers' phase of the

dispute, said last week that the "amazing thing" about the strike was that "the parties were able to reach a solution satisfactory enough to provide a base for the newspaper to go ahead."

The World Journal printed more than a million copies of an initial 80-page issue that combined the World-Telegram's front-page format, the Tribune's split-page appearance and an editorial-feature page reminiscent of the Journal-American.

"The look of it all," said the Washington Post, "could be described as lively respectability—sober enough for the suburbs and sharp enough for the subways."

Art Buchwald Describes The Final, Final Merger

Every time you pick up the newspaper you read about one company merging with another company. Of course, we have laws to protect competition in the United States, but one can't help thinking that, if the trend continues, the whole country will soon be merged into one large company.

It is 1978 and by this time every company west of the Mississippi will have merged into one giant corporation known as Samson Securities. Every company east of the Mississippi will have merged under an umbrella corporation known as the Delilah Co.

It is inevitable that one day the chairman of the board of Samson and the president of Delilah would meet and discuss merging their two companies.

"If we could get together," the president of Delilah said, "we would be able to finance your projects and you would be able to finance ours."

"Exactly what I was thinking," the chairman of Samson said.

"That's a great idea and it certainly will make everyone's life less complicated."

The men shook on it, and then they sought out approval from the Antitrust Division of the Justice Department.

AT FIRST the head of the Antitrust Division indicated that he might have reservations about allowing the only two companies left in the United States to merge. "Our department," he said, "will take a close look at this proposed merger. It is our job to further competition in private business and industry, and if we allow Samson and Delilah to merge we may be doing the consumer a disservice."

The chairman of Samson protested vigorously that merging with Delilah would not stifle competition but would help it.

"The Final, Final Merger" appeared in Art Buchwald's "Capitol Punishment" column a short time after announcement of the Justice Department's assent to merger of the New York Herald Tribune, Journal-American and World-Telegram & Sun—a merger from which Buchwald himself became a refugee, moving from the Herald Tribune to the Washington Post. It is reprinted here with permission of the Publishers Newspaper Syndicate.

"The public will be the true beneficiary of this merger," he said. "The larger we are, the more services we can perform, and the lower prices we can charge."

The president of Delilah backed him up. "In the Communist system the people don't have a choice. They must buy from the state. In our capitalistic society the people can buy from either the Samson Co. or the Delilah Co.

"But if you merge," someone pointed out, "there will be only one company left in the United States."

"Exactly," said the president of Delilah. "Thank God for the free-enterprise system."

THE ANTITRUST Division of the Justice Department studied the merger for months. Finally the Attorney General made this ruling:

"While we find some drawbacks to only one company being left in the United States, we feel the advantages to the public far outweigh the disadvantages."

"Therefore, we're making an exception in this case and allowing Samson and Delilah to merge."

"I would like to announce that the Samson and Delilah Co. is now negotiating at the White House with the President to buy the United States. The Justice Department will naturally study this merger to see if it violates any of our strong antitrust laws."

December End Seen To Assessments—If

Termination of the New York merger shutdown should bring an end to Guild assessments after December unless new emergencies intervene. ANG Secretary-Treasurer Charles A. Perlik, Jr., notified locals last week.

It will require four assessments, including September's, to bring the International Defense Fund to its constitutional floor of a million dollars, Perlik said in a letter to local presidents.

The 4½-month World Journal shutdown cost the Defense Fund almost \$900,000 in benefits, he reported, reducing the fund to \$540,000.

Monthly Defense Fund income

of \$130,000, less benefit payments of approximately \$3,000 a week to strikers at the Bureau of National Affairs and Toronto members observing printers' picket lines, will restore the fund to a million dollars by January, Perlik calculated.

He said ANG officers will recommend that the International Executive Board terminate the current series of assessments after December "if all goes well."

But, he emphasized, "if any emergencies occur between now and December, almost inevitably continuation of assessments will be required."

Setting The Record Straight

The New York World Journal Tribune shutdown lasted 140 days, but it fell far short of being the longest such stoppage in U.S. newspaper history.

The Youngstown Vindicator was shut down by a Guild strike for 238 days in 1964 and 1965, publishing only token editions for over-the-counter sale. And the Terre Haute Tribune and Star were closed down completely for 227 days by a Guild-craft strike at about the same time.

The Guild's strike against the World Journal lasted only 73 days—considerably less than such other recent strikes as the 135-day Detroit Pressmen's strike, the 129-day Guild-craft strike in Cleveland in 1962-63 and the 114-day New York craft-union strike over the same span. The Guild, the only union to strike, took down its picket lines July 5, but the World Journal did not settle on merger terms with other unions for two more months.



JOSEPH H. MATTY

Matty Quits In Wake Of L.A. Dispute

Los Angeles, Calif. — Joseph H. Matty resigned Sept. 21 as Los Angeles administrative officer in the climax of a sharp controversy over his continuation in office.

The local executive board, which had declined to act on a membership motion directing Matty's dismissal, accepted the resignation and named Asst. Administrative Officer Wayne Strickler to fill the post temporarily. "It has been established that my continued employment as LANG administrative officer was a proper and legal act under LANG bylaws," Matty said in his letter of resignation. "It has been equally well established that my continued presence in the key administrative position maintained by the local prevents the unification of the membership for the upcoming struggles with the newspaper companies.

"Since this is the case, I have no desire to stand in the way of this local and its membership refocusing on the objective that must be paramount in this and any other union's life: the achievement of decent, fair conditions of employment for the workers.

"If I have any legacy to accompany my departure it would be a final plea to LANG leaders and members to set aside their animosities and mistrusts and unite around the common goal of negotiating better contracts with bigger and better improvements in them."

Strickler, who had indicated he would leave if Matty did, was released from the pledge by Matty and accepted the interim appointment. Local President Jack Parker named a seven-man committee to screen candidates for the post. Applications will be received immediately, he said.

4 Hawaii Unions Vote Joint Strike

Wailuku, Hawaii—The Hawaii Guild and three craft unions have voted unanimously to authorize a joint strike against the Maui News following a stalemate in contract negotiations.

The strike was voted Aug. 25 at a mass meeting of the Guild, Typographical Union, Pressmen and Photoengravers. The Guild, negotiating for an initial contract at the twice-weekly paper, is seeking wage parity with the printers, who currently earn \$119 as against \$100 for reporters.

Vacations, hours and sick leave as well as wages are at issue.

Fruits Of A Strike Vote

Arbiter Vetoes Hollywood Leader's Demotion

Los Angeles, Calif.—An arbitration brought about by a strike threat has resulted in a reversal of the Hollywood Citizens-News and Valley Times's demotion of Guild unit chairman Eric Frankland.

Arbitrator Howard S. Block, finding that Frankland's transfer from telegraph editor to suburban reporter was motivated predominantly by his Guild activities, found the demotion violated provisions of the company's contract with the Los Angeles Guild.

The company moved to transfer Frankland last May, shortly after the negotiation of a new contract at the two papers and in the midst of a Guild organizing drive in their commercial departments. The contract does not provide for arbitration of such grievances, but the company agreed to the procedure after the unit voted to strike to block the demotion.

The Guild, citing other incidents of harassment against Frankland, pointed out at the arbitration hearing that his transfer to a suburban office 30 miles from the main plant would severely hamper his organizing activities.

The company contended that the transfer was part of a general editorial shakeup and denied that it constituted a demotion, pointing out that the shift involved no cut in salary or change of job-



Los Angeles Guild Photo by Peter Banks

ERIC FRANKLAND
In Battle Gear at the Citizen-News

classification level.

But Block rejected this contention, citing Guild attorney Mar-

shall Ross's argument that the telegraph editor's position carries "status and prestige" that might

be of greater importance to Frankland than money if he ever sought a job elsewhere.

Block said he found the issue of motivation difficult to resolve. But in tipping the scales to the Guild he pointed to Frankland's "exceptional prominence and effectiveness on behalf of the union."

"The arbitrator," he concluded, "is not convinced that the Frankland transfer was so indispensable that a prudent person would have ordered this transfer in these specific circumstances, which included in the total picture a demotion in job title if not in salary.

"It is this lack of prudence which nurtures a persistent doubt in the arbitrator's mind as to the company's motive and impels him to resolve that doubt in the grievant's favor rather than the company's.

"While the arbitrator does not believe that the sole motive for Frankland's transfer . . . was to discriminate against him, he does find that it was the predominant one."

Frankland, British-born, was active in England's National Union of Journalists before coming to the United States eight years ago. In two years under his leadership, the Hollywood Unit has almost doubled its size.

Washington Guild Picks Flores As New Administrative Officer

The Washington - Baltimore Guild's executive board last week named Local Representative Brian Flores to succeed Harris Monroe as administrative officer.

It appointed Michael Stuart, a former chief shop steward at the Washington Post, to fill Flores's old position and added David Graham, a former Post vice chairman, to the local staff on a temporary basis for forthcoming negotiations at the Post and Washington News.

Graham, who will conduct a free-rider campaign during bargaining at the two papers, will be employed with the assistance of a \$100-a-week ANG subsidy through December. The subsidy was approved by a 10-to-3 vote of the International Executive Board in a mail poll concluded last week.

Flores, who has served as local representative for the past two years, was named unanimously Sept. 12 on the recommendation of a special screening committee. He will take office when Monroe leaves Oct. 1.

Monroe, who announced his resignation earlier this month, plans to spend the next year traveling and resting in Europe.

A Guild member since 1953, when he was a copy boy on the old Washington Times-Herald, Flores later worked in the advertising-art department of the Post, where he served as a shop steward. His work has been exhibited in major art galleries.

Flores joined the local staff in 1964, when ANG agreed to help finance a local representative assigned largely to Baltimore as part of Washington-Baltimore merger arrangements. He and International Representative Edna Berger led the Guild's successful defense of its bargaining rights at the Baltimore Sunpapers in a representation election initiated by the company last year.



BRIAN FLORES

Stuart will come to the local staff from a Washington food-brokerage concern for which he has been a representative since leaving the Post advertising department two years ago. Graham is a law student and a supervisor

in the Post masking department.

The Washington-Baltimore Local had asked ANG to help finance his employment through negotiations at the Sunpapers next June, but ANG Executive Vice President William J. Farson recommended that the IEB limit the subsidy through December.

Farson, in announcing IEB approval of the subsidy, noted that ANG has expended \$25,266 in assistance to the local during the past two years.

He tabulated \$1,933 for an international representative to organize free riders during negotiations at the Post and News in 1964 and 1965; \$7,778 for international representatives assigned to Baltimore during strike preparations last year; local-representative salary subsidies of \$5,200 in 1964-65 and \$5,035 in 1965-66; \$2,728 for an international representative to organize free riders during 1965 negotiations at the Washington Star, and \$2,592 for a representative assigned during prestrike negotiations at the Bureau of National Affairs this year.

Stereotypers Approve Merger Vote

The Stereotypers' Union took a second step toward merger with the Lithographers and Photoengravers International Union last week when delegates to the union's annual convention in Washington voted to send a merger plan to referendum.

The convention cleared the way to referendum by a 126-to-35 vote after two days of discussion and debate, including a special night session addressed by LPIU President Kenneth J. Brown and Vice President William J. Hall.

The convention also heard AFL-CIO President George Meany declare that "a little more co-operation" in collective bargaining by newspaper unions

would be helpful "because united action is always better than individual action."

Brown announced that additional merger talks will take place next month. The LPIU will meet Oct. 4 with officers of the 62,000-member Brotherhood of Bookbinders and Oct. 10 through 12 with the 115,000-member Printing Pressmen, Brown said.

If members of the Stereotypers and the LPIU vote by a two-thirds majority for merger, special conventions of the two organizations will be held no later than June 1 to draw up a constitution for another vote of the members prior to next Labor Day.

Both unions will vote on the

merger in November and December. The merger would unite union platemakers into a single 64,000-member Graphic Arts International Union.

The proposed merger agreement provides that for the first seven years of merger the president shall be elected from the ranks of the lithographers, with one executive vice president to come from the photoengravers and one from the stereotypers.

The recording and financial secretary would be elected from the lithographers, the treasurer from the photoengravers, four vice presidents from the lithographers, two from the engravers and one from the stereotypers.

Contributions To BNA Unit Top \$12,000

Contributions to assist the Washington-Baltimore Guild's 138-day strike at the Bureau of National Affairs rose to \$12,529 this week.

Unions observing the Guild's boycott of BNA publications are continuing to make strike donations in lieu of payment for Labor's Weekly Digest, the Guild's strike publication.

New donations include the following:

Ottawa Guild	\$ 25.00
Wire Service Guild	50.00
Cincinnati Guild	50.00
San Francisco-Oakland Guild	175.00
Columbus Guild	25.00
St. Louis Guild	50.00
Puerto Rico Guild	10.00
Manchester Guild	25.00
Portland (Me.) Guild	50.00
Bay City Guild	25.00
Wilkes-Barre Guild	50.00
Bay City Guild	25.00
Empire State District Council	50.00
Building Service Employees International Union	100.00
Insurance Workers International Union	34.78
Otero County (Colo.) Labor Council	15.00
Shelby County (Wis.) County Labor Council	25.00
Northwestern Ohio Building & Construction Trades Council	25.00
Teamsters Local 970, Minneapolis	25.00
Teamsters Local 196, Los Angeles	15.00



PARITY NOW: California Gov. Edmund G. (Pat) Brown, appearing in San Jose in his campaign for re-election, accepts a token of another campaign—the San Jose Guild's drive for "Parity Now" at the Mercury-News with contract terms won earlier this year by the San Francisco-Oakland Guild. Pinning on the button is bargaining committeeman Gilbert Bailey.

2 More Councils Slate Three-Day Institutes

Two more district councils—Midwest and Middle Atlantic—have voted to sponsor three-day ANG collective-bargaining institutes this fall.

Three other councils had previously scheduled expanded week-end bargaining institutes.

The Middle Atlantic institute will take place Dec. 2 through 4 in Allentown, Pa.

The Midwest institute will take place Nov. 11 through 13 in Peoria.

ANG has urged locals to send enlarged delegations to this year's institutes, expanded from the usual two to three days, and has offered a limited subsidy to help locals take maximum advantage of this year's extended program.

Under the subsidy formula, which varies according to local size, if a local sends a specified number of delegates to the three-day institute at its own expense, ANG will pay part of the expenses of a specified number of additional delegates.

The Middle Atlantic institute was approved unanimously at a quarterly meeting Sept. 10 and 11 in Wilkes-Barre. Delegates congratulated ANG on the subsidy plan after hearing a report on the institutes by ANG Secretary-Treasurer Charles A. Perlik, Jr.

Atlantic Locals Back Councils

Wilkes-Barre, Pa.—The Middle Atlantic District Council Sept. 10 opposed a Washington-Baltimore Guild recommendation that other Guild bodies follow its lead in severing relations with the Conference of District Councils.

The Washington Local withdrew from the Southern District Council last month after the Conference of Councils reaffirmed the election of Ross Miller of Toronto as its president during the Guild's Washington Convention. The local cited Miller's action in crossing printers' picket lines at the Toronto Star.

The Middle Atlantic Council—affiliated, like the Southern Council, with the Conference of Councils—unanimously rejected Washington's suggestion.

The Midwest Council's executive board met Sept. 11 to schedule the institute.

Other institutes will include a joint session for the Empire State Council and the Gannett Conference of Guilds Sept. 30 through Oct. 2 in Rochester, one for the Pennsylvania-Ohio-Indiana Council Oct. 7 through 9 in Erie, and one for the Western Council Oct. 14 through 16 in Sacramento.

The institutes will be conducted by Research and Information Director Ellis T. Baker, Collective Bargaining Director J. William Blatz and other staff members.

'Information Engineering'

MIT Enlisted In Automation Quest

The American Newspaper Publishers Association and Massachusetts Institute of Technology this month announced a newspaper-research project at MIT to study how "advances in information-transfer engineering can be applied to the newspaper business."

The project is being established in conjunction with MIT's Project INTREX, a program of information-transfer experiments under the direction of Dr. Carl F. J. Overhage, a member of ANPA's scientific advisory committee.

INTREX (Information Transfer Experiments) is a multimillion-dollar program of research into new ways of using library information. It includes the development of a computer program under which scattered users will have immediate access to information stored in more than a half-dozen libraries including print-outs of stored data.

Stanford Smith, ANPA's general manager, said the program is of obvious use to newspaper libraries but said publishers' interest in the project is broader than that, since newspapers are in the business of gathering, assembling and distributing information.

"They might find, for example," he said, "the germ of an idea applicable to a newspaper page-assembly system."

Dr. Athelstan Spilhaus, chairman of the scientific advisory

Strike Threat In Bay City Wins Wage, Security, Vacation Gains

Bay City, Mich.—One-year wage increases up to \$3.50, strengthened union security, added vacation benefits and automation protection have been won following a strike vote at the Bay City Times.

The contract also provides for a month's notice to the Bay City Guild of any plan to suspend publication.

Increases ranging from \$2.50 for those earning under \$75 to \$3.50 for those earning over \$140 raise the reporter-ad salesman top minimum \$3.25 to \$140.05, retroactive to last Dec. 9.

A night differential of five percent is established for the first time, as is premium pay of \$2 a shift for employees working temporarily in higher classifications under \$100 a week and \$3 in positions over \$100.

An agency-shop provision will cover editorial employees, who have been exempt from a clause requiring Guild membership for new employees and maintenance of membership for others in advertising, circulation and business departments.

A new clause bans dismissals resulting from automation in the case of any employee on the payroll as of the contract date. And the Guild's jurisdiction over the type of work presently performed in the unit is protected by a new clause.

A fourth week's vacation is provided for the first time, after five years' service. The extra week may be taken in wages. The service requirement for three weeks is reduced from five years to one.

A new sick-leave clause, replacing a past-practice provision, provides up to 16 weeks at full pay plus 36 weeks at 60 percent of pay for employees with 10 years' service.

Binding arbitration of grievances is provided for the first time.

The mileage-allowance minimum is increased from \$7.50 to \$8.50 a week, and the minimum call-back guarantee is increased from three hours to four.

The contract was negotiated by Ronald C. O'Brien, executive secretary of the Detroit Guild. ANG International Representative Fred Jones assisted in strike preparations.

Hawaii Guild Wins \$6-\$8 In Nine-Month Hilo Pact

Hilo, Hawaii—Increases ranging from \$6 to \$8 are provided in a new nine-month contract between the Guild and the Hawaii Tribune-Herald (formerly the Hilo Tribune-Herald).

The nine-month pact, timed to expire at the same time as the Typographical Union's contract, was negotiated after a strike vote.

An \$8 increase raises the reporter-display salesman top minimum to \$138.50, a \$7 raise will boost the top for printing salesmen to \$119.50, and \$6 increases will raise the top for district managers to \$109.60, janitors to \$70 and clerk-typists to \$83.40.

\$6.50 Won In 1st Year Of Norfolk Contract

Norfolk, Va.—Minimums are increased up to \$6.50 in the first year of a new two-year contract between the Hampton Roads Guild and the Norfolk Virginian-Pilot. There will be a wage reopener in the second year.

Minimums are up \$5 for reporters, to \$109 at the start and \$149 at the top. The starting minimum is up \$6.50 for editorial assistants, to \$62.50, and the top is up \$4, to \$75.

The night differential is in-

creased from \$4 a week to \$1 per shift between 7 p.m. and midnight and from \$6 a week to \$1.50 per shift between midnight and 6 a.m.

The service requirement for a third week's vacation is decreased from seven years to five, and the severance-pay ceiling is increased from 10 years to 12.

Guild Loses NLRB Vote In Richmond

Richmond, Va.—Editorial employees of the Richmond Times-Dispatch and News-Leader voted 74 to 16 for the Richmond Newspapers Professional Association over the Richmond Guild in a National Labor Relations Board election Sept. 14. Four votes were cast for no union.

The Guild had had a contract with the Richmond papers since 1946. The "professional association" was initiated late last year after a company official reportedly assured employees that there would be "no benefit drops" from their Guild contract if they organized at "a company-union level."

Prior to the election, unfair-labor-practice charges filed by the Guild accusing the newspapers of refusing to bargain and encouraging organization of the professional association were dismissed by the NLRB.

Shortly after the association was officially organized in June, the company announced a \$4 and \$5 increase in minimums for editorial employees.

Admen Rush In...

Unions in Morgantown, W. Va., had little reason to bask in the glow of at least one Labor Day ad saluting organized labor.

It was sold by an ad salesman for the non-Guild Morgantown Dominion-News and Post who crossed a picket line to sell it to a struck factory, the paper's general manager reported proudly in Editor & Publisher last week.

Christmas Fund Is Established For 'Striking' Kingsport Tots

The AFL-CIO Union Label Department is seeking to brighten this year's Christmas for children who have been "on strike" at Kingsport press in Tennessee all their lives.

It is asking contributions from union members and locals throughout the nation to the Kingsport Press Strikers Christmas Fund to aid 1,200 members of five printing-trades unions on strike since early 1963.

Many of their children have never known a Christmas on which their father brought home a pay check. They have endured the hardships of a strike all their lives, Joseph Lewis, secretary-treasurer of the department pointed out.

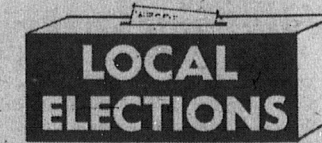
Unless union members rally to their aid, he said, "the Yuletide season in Kingsport will be bleak indeed."

Lewis asked that contributions to the fund be sent to the Union Label Department at 815 16th St., N.W., Washington, D. C. 20006.

Kingsport has been operating with strikebreakers and has re-

fused any settlement that would restore more than a handful of the strikers to their jobs.

The National Labor Relations Board's Atlanta regional director has dismissed unfair-labor-practice charges filed by five unions against Kingsport, but the unions plan to appeal the decision.



Cincinnati

President, Ben Schilmeister; vice president, Lawrence Humbert; secretary, Margaret Weaver; treasurer, W. H. Rotert.

Indianapolis

President, Edward Jester; 1st vice president, Victor Russell; 2nd vice president, George Washington; secretary, Mamie Collins; treasurer, Leon Good.

Massillon

President, J. Brian Murray; vice president, Herbert J. Nolt; secretary-treasurer, Veronica McKee; recording secretary, Mary L. Wallace.

Stockton

President, Richard Smith; vice president, David Evans; treasurer, Manuel Pimentel; recording secretary, Michael Scott-Blair; corresponding secretary, Martin Karraker.

Copley Sells, Profits Spark U.S. Inflation, Farson Tells British Ends Honolulu Control Bid

Honolulu, Hawaii — Copley Press Inc. last week sold its 34-percent interest in the Honolulu Advertiser to Thurston Twigg-Smith, the paper's publisher, ending a reported bid to gain control.

Sale of the 26,614 shares acquired by Copley in 1964 brings the Twigg-Smith family's holdings to about 81 percent, Editor & Publisher reported, nailing down its control.

While no sale price was reported, E&P said Copley received cash and sole ownership of radio station KGO in Honolulu, which had been owned by the Advertiser since 1922.

The Advertiser participates in a joint-production arrangement with Honolulu's other major daily, the Star-Bulletin. Time magazine reported this week that it has climbed back into the black under Twigg-Smith.

Ridder To Honor Gary Guild Pact

Gary, Ind.—Northwest Publications Inc., which last month bought the Gary Post-Tribune, has agreed to recognize all provisions of the Guild's existing contract with the former owners.

As a preliminary to opening contract-renewal negotiations, the Ridder chain's subsidiary signed an agreement to assume all obligations under the Gary Guild's contract and to recognize service with the paper "without break in continuity of service or employment" because of the sale.

Blackpool, England—The United States is suffering from "a profit inflation," ANG Executive Vice President William J. Farson told the British Trades Union Congress Sept. 7.

Farson, representing the AFL-CIO at the annual gathering of its British equivalent, pointed out that profits after taxes for all U.S. corporations increased 67 percent and dividends rose 43 percent from 1960 to 1965.

During the same period, he added, wages and fringe benefits—including executives' salaries—rose only 33 percent.

Prices have been rising, he declared, "because of business efforts to profiteer."

"Despite wage increases," Farson said, "and because of automation and growing productivity, unit labor costs in manufacturing are today lower than they were five years ago. Nevertheless, prices have gone up, and as a result, profits and dividends have soared sky-high."

The resulting inflation, he said, has produced not only "distortions in income distribution" but "other serious consequences."

"Over the past three years," he said, "investment spending has been growing twice as fast as the total output of the economy. This is an imbalance which cannot be permitted to continue, for it means that we are adding to our productive capacity much more rapidly than our purchasing power is growing."

It is for this reason, Farson explained, that the AFL-CIO is urging cancellation of the 7-percent investment tax credit.

Farson also reviewed the AFL-CIO's fight for higher minimum wages, a fight that he noted is



TALKING UNION: ANG Executive Vice President William J. Farson, third from left, and Seafarers International Union President Paul Hall, left, exchange views with James O'Hagan, right, president of the British Trades Union Congress, and Victor Feather, assistant general secretary, between sessions of the TUC's convention at Blackpool.

being waged despite the fact that "the overwhelming majority of the beneficiaries are not union members but those in low-wage, unorganized industries."

And he noted that the federation is also in the forefront of the civil-rights battle—"this long-overdue confrontation which can end only one way: with the elimination of every vestige of discrimination from our society."

"The state of the labor movement in the states is healthy," Farson reported. "Our unions are negotiating with vigor—too much so, in the eyes of our critics. And union membership is once again expanding—thanks to a sturdier economy, to new organizing efforts and to the growth of unionization in the white-collar field."

Farson and Paul Hall, president of the Seafarers International

Union, were fraternal delegates to the Trades Union Congress.

Hall told the TUC that the AFL-CIO "most emphatically" supports U.S. foreign policy, including "our commitment in Vietnam." Hall undertook a vigorous defense of U.S. policies although, as he said, he was "keenly aware that the course of the U.S. in Southeast Asia is, to put it mildly, not fully supported here."

ITU Modifies Regulations On Enforcing Contract Observance

(Continued from Page 1)

provisions: "Subordinate unions of the International Typographical Union have a long and honorable history of compliance and fulfillment of all contract commitments. It is required that where contract commitments have been made, such commitments are paramount and must be honored by the local union parties thereto, as a matter of union policy only, subject to the limitations stated in the approval clause of such agreements, without any assumption of liability thereunder by the International Typographical Union."

"This obligation cannot be considered to be mitigated or absolved because of picket lines established without authority provided in the local contract. . . . Where the contract between the local union and employer does not provide a method for the adjudication of differences as to interpretation and enforcement the employer may require the International Typographical Union to interpret the obligations of the local union" provided the contract has ITU approval.

ITU First Vice President John J. Pilch, in urging adoption of the amendment on behalf of the executive council, said it would "make possible further and greater opportunity to co-operate with other unions without the restrictions contained in these portions."

But he warned that the deletion "does not immediately give license to officers of local unions or local unions themselves to relieve themselves of contractual obligations," pointing out that it left standing a stipulation that "it is the obligation of the local union to observe and enforce terms of the contract."

Brown explained that the amendment eliminated language that has caused publishers "to insist that the ITU president attempt to obtain enforcement of contracts when our members are stopped from entering a plant because of a picket line."

"I am very much interested," he declared, "in relieving the employer of the misapprehension that the international president is always on their side and against the local union in such situations as this."

"I hold that the employer does not have a right to rely upon the laws of the International Typographical Union to require the officers of the International Typographical Union to enforce contracts."

Pilch said the bylaw provisions had been occasioned by passage of the Taft-Hartley Act nearly 20 years ago and were now "outmoded and no longer necessary."

The Baltimore Typographical Union submitted an amendment before the convention stipulating

that the obligation to observe contracts "is in no way to be construed as either an obligation or a guarantee to cross any picket lines."

The proposal was rejected, however, on the ground that the matter had already been disposed of by adoption of the executive-council amendment.

The convention also rejected a resolution hailing steps toward a merger of the Stereotypers' Union and the Lithographers and Photoengravers International Union and affirming a willingness to negotiate with all other graphic-arts unions to attain "one strong and united industrial organization."

The convention's allied-trades committee recommended rejection of the resolution on the grounds that Brown and the executive council were continuing to seek graphic-arts unity and action should be left to the council's discretion.

Brown emphasized that he was

"in favor of merging with any and all of the graphic-arts unions on a basis that will not dilute the International Typographical Union."

But the ITU president, characterizing the LPIU as "more a merger of officers than of members," said that unity "has to come from below; you can't build it from the top."

He called upon ITU members who want unity to build it in the shops and in their contract negotiations.

"I have seen it built," he said. "I have seen it work."

Citing his offer of ITU benefits last March to members of other unions observing ITU picket lines in Boston and addressing himself to "all graphic-arts workers," Brown declared:

"If you want unity, if you will stand shoulder-to-shoulder with us in our time of trouble, we will support you when you have trouble, and we will have unity. But I refuse to permit any organiza-

tion or any set of officers or any group of people to ride our International Typographical Union piggyback, piggyback, piggyback."

Earlier, in his opening address to the convention, Brown said the ITU plans to resume meetings with ANG officers "at an early date to pursue our unity program."

The ITU, he reported has offered other printing trades unions a "code" setting forth principles and procedures for resolving jurisdictional problems, capped by impartial arbitration. "But there has been no response," he said.

The ITU, he said, has also offered the American Newspaper Publishers Association a "peace plan" to "minimize disputes which might develop into work stoppages."

The plan would provide for a joint ITU-ANPA committee to attempt to resolve disputes before strikes or lockouts, with a panel of umpires to which unresolved disputes could be submitted "by mutual consent."

It would also require publishers to recognize the ITU as bargaining representative of any unit of employees in which the union was so designated by a majority, without a representation election.

Miles Patrone, chairman of the ANPA's labor-relations committee, told the convention that its members were prepared for an early meeting with ITU officers to discuss the plan.

The convention approved a new pension program establishing two industry-wide plans with full portability. One, a joint plan, will be supported by negotiated employer contributions. The second will be a union plan supported by members who elect to do so as a chapel or local.

ITU Joins Guild's Plea For Law To Curb Newspaper Mergers

The International Typographical Union has joined ANG in urging legislation requiring 90 days' notice of newspaper mergers and an opportunity for outside bidders to forestall a monopoly sale.

The ITU's annual convention in Colorado Springs this month combined support of antimonopoly legislation with a call on the Justice Department to investigate newspaper mergers "in a more militant and vigorous manner."

The ITU, adopting a four-year-old Guild proposal, urged a law

that would require publishers to notify both their employees and the Justice Department of a contemplated merger or suspension and give outside bidders a chance to purchase a failing paper at its fair market value before it could be sold to a monopoly purchaser.

Such legislation is needed, the ITU said, to protect "the rights of a free press, which belong to newspaper readers as well as the newspaper industry."

Responding to the Guild's latest convention resolution, a White

House aide has told ANG Secretary-Treasurer Charles A. Perlik, Jr., that the Justice Department is concerned with competition in the newspaper industry and will "carefully evaluate newspaper mergers against the standards of the antitrust laws."

Harry C. McPherson, Jr., special counsel to President Johnson, cited Justice Department antitrust suits against newspapers in Los Angeles, Tucson, Cincinnati and Lima, Ohio, as evidence of its concern.

Knoxville's News-Sentinel: The Profits Of Joint Production

Value			Dividends			Total Benefit—Value Plus Dividends		
ANNUALLY			ANNUALLY			ANNUALLY		
Per Share	All Shares	% of 1941 Cost	Per Share	All Shares	% of 1941 Cost	Per Share	All Shares	% of 1941 Cost
1941	\$ 121*	\$ 606,100	100	\$ 12	\$ 60,000	10	\$ 12	\$ 60,000
1945	300	1,500,000	248	15	75,000	12	65	325,000
1950	325	1,625,000	268	39	195,000	32	39	195,000
1955	450	2,250,000	371	48	240,000	40	48	240,000
1956	450	2,250,000	371	38	190,000	31	38	190,000
1957**	450	2,250,000	371	38	190,000	31	38	190,000
1958	500	2,500,000	413	38	190,000	31	50	250,000
1959	500	2,500,000	413	54	270,000	45	54	270,000
1960	500	2,500,000	413	69	345,000	57	69	345,000
1961	500	2,500,000	413	60	300,000	50	60	300,000
1962	500	2,500,000	413	60	300,000	50	745	3,725,000
1963	700	3,500,000	578	38	300,000	50	805	4,025,000
1964	825	4,125,000	681	60	300,000	50	865	4,325,000
1965	1,050	5,250,000	866	60	300,000	50	925	4,625,000
							285	1,425,000
							285	1,425,000

* All dollars and percentages rounded off to the nearest whole number
** First year of joint production with Knoxville Journal

Source: Scripps-Howard Investment Co. annual reports

The Presses Are Made Of Gold

Joint Production Pays Off For Scripps's Knoxville Daily

It pays to invest in the Number One newspaper in a two-paper city.

And it pays twice as fast after that paper and its competitor combine their printing and business-office operations.

At least that's the story told by the 25-year dividend and value record of Class A common stock in the Knoxville News-Sentinel, according to a study by the ANG Collective Bargaining Department.

In the 16 years before the News-Sentinel and the Knoxville Journal combined all departments but editorial, the News-Sentinel stock:

► Paid a total of \$2,130,000 in dividends.

► Increased in value by \$1,643,900.

► Had a total benefit to its holders — increased value plus dividends — of \$3,773,900.

In eight full years under the joint-production arrangement, the News-Sentinel stock:

► Paid a total of \$2,305,000 in dividends.

► Increased in value by 3 million dollars.

► Had a total benefit to stockholders of \$5,305,000.

Looking at it another way, 49.8 percent of the dividends paid by the stock in the 25 years from 1941 through 1965 have been paid in the eight years of the joint operation, 64.6 percent of the stock's increase in value has come in that eight years and 57.2 percent of the total benefits accruing to the stock have been realized in the same period.

The News-Sentinel, a Scripps-Howard paper, had a circulation of 106,500 evenings and 150,000 Sundays last year. The Knoxville Journal, a six-morning, inde-

pently owned paper, had a circulation of 66,400.

The two papers combined operations in October 1957, with the Journal joining its circulation, advertising, accounting and mechanical operations with those of the News-Sentinel. The Journal suspended its Sunday edition at that time.

Both the Journal and the News-Sentinel sold a record amount of advertising in each of the last three years. The News-Sentinel sold more daily papers in each of the same three years than it had since 1950 and more Sunday papers than it had since 1957.

ANG's study of the Class A common-stock value and dividend record of the News-Sentinel is drawn from annual reports of the Scripps-Howard Investment Co., which holds a minority interest in the News-Sentinel and nine other Scripps-Howard papers, the Newspaper Enterprise Association, the Scripps-Howard Broadcasting Co. and three papers outside the Scripps-Howard chain.

The study also shows that stock in the News-Sentinel:

► Paid \$4,625,000 in total dividends during the past 25 years, 46.1 percent of it before joint operation with the Journal

and 4.1 percent in the year of the merger.

► Increased in value by \$4,643,900, to \$5,250,000, about 7.7 times its 1941 cost of \$606,100—35.4 percent of the increase prior to 1957.

► Has had a total benefit—increased value and dividends—of \$9,268,900, or 15.3 times its 1941 cost—40.7 percent of the increase prior to joint operation and 2.4 percent in the year of the merger.

The Knoxville Guild represents editorial employees of the News-Sentinel. There is no Guild contract at the Journal.

ANG Adds Two To Field Staff

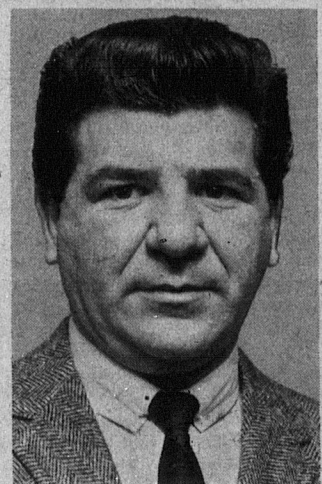
(Continued from Page 1)

ord 1964-65 strike against the Youngstown Vindicator, was a co-winner of ANG's Guild Service Award in 1965. He is the fourth award winner to join ANG's staff.

Kearney was nominated for the International Executive Board at the Guild's 1965 Convention but subsequently withdrew when he left the Vindicator to become administrative assistant to the Trumbull County (Ohio) Commissioners. He has been serving more recently as a consultant to a group of weeklies in Western Reserve, Niles and Cortland, Ohio.

Kearney worked for newspapers in Niles, Warren, Ohio; Detroit and Mt. Clemens, Mich., and as a radio news editor in Warren and Mt. Clemens before joining the Youngstown paper as a reporter in 1960.

He served three terms as local president, helped organize the Vindicator circulation department



THOMAS PENNACCHIO



FRED T. KEARNEY

and was instrumental in establishing the Steel Valley News, the newspaper unions' successful strike paper during the 1964-65 shutdown. He served as president of the Pennsylvania-Ohio-Indiana District Council and was Organizing Committee chairman at the Guild's 1964 Convention.

Pennacchio, a circulation delivery clerk at the Journal-American, was a member of the negotiating subcommittee that hammered out the Guild's recent strike settlement with the merged World Journal Tribune. He was to have been in the promotion department of the World Journal.

In addition to heading the Journal Unit for the past two years, he has been chairman of its grievance, bargaining and organizing committees, a shop steward and a member of the local executive board and representative assembly.

He has also served as a member of the local's citywide bargaining, contract-enforcement and

human-rights committees and as a delegate to three ANG conventions. He was a unit vice chairman for four terms.

Vancouver Payoff: 18c On The Dollar

Vancouver, B.C.—Employees of the defunct Vancouver Times, owed up to \$1,000 each in wages, have received payments with a ceiling of \$44.14.

The Times was suspended a year ago after an 11-month effort to compete with the Vancouver Sun and Province. It closed down owing more than 250 employees back wages.

Receipts from a receivership sale of the paper's assets brought only \$8,095—less than 18 percent of the wages owed.

Times Publisher William Val Warren, forced out three months before the paper folded, received \$75,000 for his company's records and goodwill at the time.

LABOR



BEAT

Collective bargaining works, Federal Mediation Director William E. Smith concludes in reporting that nine out of 10 disputes into which the Mediation and Conciliation Service was called during fiscal 1965-66 were settled without strikes.

"The fact that so many settlements are reached without work stoppages is a tribute to unions and employers and warrants confidence in the institution of collec-

tive bargaining," he said. "This too often tends to be ignored at times of widespread preoccupation with some particularly annoying dispute."

"The over-all record needs to be emphasized in the interest of proper perspective."

It may be an unfair labor practice if the boss takes away your hunting privileges on company land. This was the finding of a National Labor Relations Board examiner who ruled against a Texas paper company that ended 20-year hunting privileges for employees after a strike. The examiner held the privilege was a fringe benefit that couldn't be discontinued without bargaining.

SOLIDARITY SPREADS

Following the lead of their U.S. counterparts, five Canadian unions bargaining with the Canadian General Electric Co. have agreed to co-ordinate their negotiations, Claude Jodoin, president of the Canadian Labour Congress, announced last week.

Jodoin expressed hope the step would provide "a practical example" for other unions with a common interest who he said "can by working together accomplish a great deal more than by bargaining separately."

Detroit Daily Shut A Day In Dispute

Detroit, Mich. — The Detroit Free Press suspended publication for a day Sept. 12 when printers held a chapel meeting to protest the dismissal of two women proofreaders charged with fist-fighting.

The printers called an in-plant meeting Sept. 11 to demand their reinstatement. Management asked the printers to return to work while the dispute was submitted to grievance procedures and suspended next morning's editions when they refused.

The printers returned to work the next day at the urging of union officers while grievance machinery was invoked.

No picket lines were set up, and Guild employees continued at work during the stoppage.

Local Copy

A PAGE FOR OFFICERS AND STEWARDS

Youngstown: Merit Pay General In News, Circulation

Thirty-two of 39 fully experienced employees in the reporter-copyreader classification at the Youngstown Vindicator were earning more than the top minimum of \$145 a week as of May 27, according to company payroll data.

And 22 of 30 fully experienced circulation roadmen and district men were earning above the top minimum of \$130.

Average pay for fully experienced employees in the reporter-copyreader classification was \$21.82 over the minimum, with wages ranging up to \$227. The circulation average was \$11.83 over the top, with pay ranging up to \$175.

A new contract negotiated since then has raised the reporter-copyreader top to \$152 and the circulation top to \$134.50.

Following is a tabulation of payroll data for the two classifications as of May:

Reporters, Photographers, Rewrite Men, Copyreaders, Deskmen, Editorial Artists, Editorial Writers, Subeditors and Fulltime Correspondents

Top Minimum	Actual Salaries
\$145 after 5 years	4 on stepups
	7 at top minimum
	1 at \$148.06
	2 at \$150.00
	1 at \$151.00
	1 at \$151.50
	1 at \$151.83
	1 at \$153.00
	1 at \$153.50
	1 at \$154.00
	3 at \$155.50
	1 at \$157.00
	1 at \$160.00
	1 at \$162.00
	1 at \$162.75
	1 at \$166.00
	1 at \$167.00
	1 at \$168.00
	1 at \$168.71
	1 at \$169.00
	1 at \$171.00
	1 at \$176.31
	1 at \$181.00
	1 at \$182.75
	1 at \$185.00
	1 at \$198.00
	1 at \$205.00
	1 at \$213.50
	1 at \$217.50
	1 at \$224.00
	1 at \$227.00

Roadmen, District Men and Swing Men

Top Minimum	Actual Salaries
\$130 after 5 years	6 on stepups
	8 at top minimum
	1 at \$130.50
	1 at \$133.75
	2 at \$135.00
	1 at \$137.00
	1 at \$138.00
	5 at \$140.00
	1 at \$142.00
	2 at \$145.00
	1 at \$148.50
	1 at \$150.00
	3 at \$155.00
	1 at \$165.00
	1 at \$170.00
	1 at \$175.00

2nd Dues Change Slated Oct. 1

The second stage of changes in ANG's model dues schedule voted by the Guild's 1965 Convention will take effect Oct. 1, Secretary-Treasurer Charles A. Perlik, Jr., reminded locals last week.

Dues will be raised automati-

Britons Read Most

Great Britain leads the world in the number of newspapers its citizens read with 523 copies sold daily for every 1,000 persons, according to figures compiled for the United Nations. The United States is twelfth, with 314 per thousand.

cally on that date for members earning over \$125 in locals whose schedules are below ANG constitutional requirements. The Constitution requires locals to adopt either the model schedule, a five-percent-of-salary schedule or one that will yield "substantially equivalent" income.

Under the second-stage increase, members earning from \$125 to \$129.99 will pay \$6.50 a month, those earning from \$130 to \$134.99 will pay \$6.75, those from \$135 to \$139.99 will pay \$7, those from \$140 to \$144.99 will pay \$7.25, and those over \$145 will pay \$7.50.

Dues will remain unchanged in lower brackets. The dues ceiling will be extended to \$10 for members earning \$195 and over in two more successive steps over the next two years.

Dues collections for October should be made on the basis of the new schedule in locals affected by the change, Perlik wrote. He advised locals with checkoff provisions to notify management sufficiently far in advance to permit the adjustment of checkoff machinery without delay.

Implementation of the new schedule does not require local action, Perlik noted.

Chance Of Improving Pension? It's Better With A Union Plan

The chances of a pension plan's being improved are 5½ times better if the plan is guaranteed in a Guild contract than if it is not, a study by ANG's Collective Bargaining Department shows.

The study shows that 94.4 percent of the pension plans improved during the 27 months from April 1, 1964 to August 1, 1966 were contractually guaranteed plans. Only two of the 36 plans improved were unilateral plans.

The study summarizes 130 Guild-contracted pension plans and 44 of the unilateral plans under which Guild members are working.

It shows that:

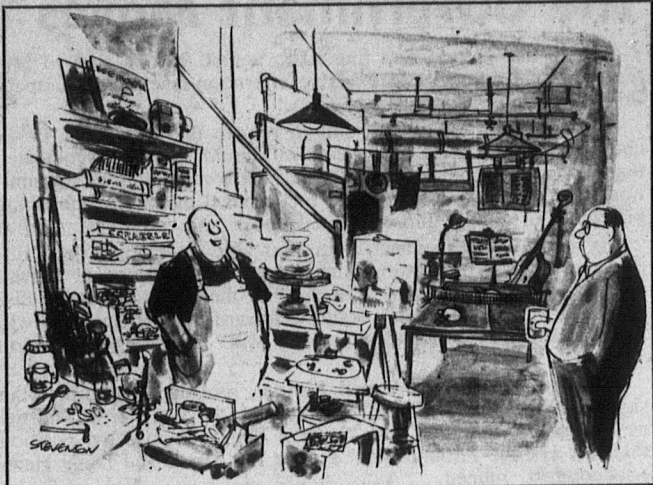
► Three of every four Guild members work under contracts containing pension-plan guarantees, and nine of every 10 Guildsmen work under some form of pension plan, contractually guaranteed or unilateral.

► 57.3 percent of Guild contracts contain pension guarantees, compared to 50.2 percent in 1964.

► 63.9 percent of Guild wire-service, magazine and miscellaneous contracts contain pension clauses, compared to 50.7 percent in 1964.

► 54.2 percent of Guild contracts with daily newspapers guarantee pensions, compared to 50 percent in the last study.

► New pensions or contrac-



Drawing by Stevenson; © 1965 The New Yorker Magazine Inc.

"When the New Leisure arrives, Fred, I'll damn well be waiting."

tual recognition of previously unilateral plans have been negotiated into 19 contracts since April 1, 1964.

► Two of the 34 plans were improved in the same round of bargaining in which contractual recognition was won for previously unilateral plans.

► 52.9 percent of the 34 plans improved through negotiation increased retirement benefits.

► 32.4 percent of the 34 pen-

sions improved increased the publisher contributions without specifying increased benefits.

► 14.4 percent of the 34 plans increased death benefits.

► 2.9 percent of the plans reduced the age for retirement with full pension from 65 to 62.

One of the unilateral pension plans that was improved increased the death benefit. The other increased the benefits for living retirees.

Few Drops Of Profit Seep Down To Newsmen On Small Dailies

The financial prosperity currently being enjoyed by owners of the nation's small dailies is trickling down to few reporters and deskmen, according to the results of a survey reported in the Bulletin of the American Society of Newspaper Editors.

"A new-found era of prosperity is upon the nation's small daily newspapers," wrote Robert W. Chandler, editor of the Bend (Ore.) Bulletin (circulation 7,482). "Their owners drive good cars and belong to good country clubs."

"The owner's byline may be seen—at the right season of the year—from faraway places, thereby satisfying the minimum requirements of the Internal Revenue Service."

"Has this prosperity, the overseers of the ASNE Bulletin asked, extended to the reporter and deskman on these same newspapers? If it has, why is there such a turnover on some staffs?"

"Why do so many bright young men leave the small daily after a short training period, to disappear on large publications or into public relations or TV?"

The answer was contained in survey questionnaires returned by

27 editors on papers (with one exception) of under 50,000 circulation, only one under Guild contract.

"Most reported starting salaries of \$85 or \$90 a week," wrote Chandler. "Only one reported starting pay of over \$110, and that is in an area where other wages are exceptionally high."

"Two listed starting pay as low as \$70, and each indicated it had experienced much trouble in recent years getting qualified applicants."

"It may be illegal, but a number of answers indicated young women could expect pay of several dollars a week less than young men with the same qualifications."

"Most papers indicated their reporters work more than 40 hours a week as a regular thing, frequently on a 5½ or six-day week."

"After a year of experience, the young reporter typically could expect to be making \$100 weekly, although a third of those queried listed year-end pay of \$110 to \$125."

"About half said the young man could earn \$110 to \$125 after three years, \$130 to \$150 after five years, and several said \$150 after 10 years. Several others indicated they could not hold on to anyone that long."

"One paper said pay scales had only gone up about 10 percent in the past 10 years (I didn't have the nerve to ask if gross revenues or net profits had increased only that much.)"

"Several said pay increases had been 15-25 percent, and five respondents said increases had gone from 75 percent to 'more than double.'"

"Only four nonexecutive news salaries of \$200 a week or more were reported, and all were paid to men who had been with the paper 15 years or more. Top salaries generally were between \$150 and \$175, although one man with a number of years' experience was making less than \$120."



Empire State District Council and Gannett Conference of Guilds, 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.
Midwest District Council, ANG seminar on bargaining, Nov. 11-13, Peoria, Ill.
Thirty-fourth Annual ANG Convention, July 24-28, 1967, Chateau Laurier, Ottawa, Ont.

\$1¼ Million Profit Too Small?

Miami, Fla.—Knight Newspapers reaped an average profit of 1.25 million dollars a year before taxes from the Chicago Daily News before selling it to Marshall Field for 24 million dollars in 1959, John S. Knight, company president, has revealed.

The News sometimes made as much as two million, Knight said in a television interview, but he decided to sell the paper when he was unable to buy the Chicago American from Hearst and merge the two papers.

Knight said he chose January for the sale because "you always make a deal during the holidays between Christmas and New Year, because everyone's asleep or they're not interested, and this is the way to keep the deal really quiet."

Editorial

The Government Moves

The Justice Department has taken a first, halting step to preserve the last remnants of effective afternoon-newspaper competition in the nation's largest city.

By instituting an antitrust suit to restore the New York Post's chance to bid for some of the defunct Herald Tribune's syndicated features, it is attempting to give the Post a minimum of ammunition for its forthcoming struggle for survival against a publishing behemoth of almost unprecedented power and resources.

For if the World Journal Tribune is able to combine the Tribune's star array of features and columnists—Lippmann, Novak and Evans, Buchwald and Alsop—with those already at its disposal from the Hearst and Scripps-Howard chains, the Post will face a battery of syndicated artillery with staggering circulation appeal.

A spokesman for the World Journal, seeking to minimize the significance of its advantage, is quoted by the Wall Street Journal as contending that the Post "is in a better competitive position than the Herald Tribune was" against the Times and Daily News—a comfort, indeed.

Even if the government is successful in its effort to force open bidding for the Tribune's features, the prospects of Post Publisher Dorothy Schiff's obtaining any of them are far from reassuring.

"I don't see how the hell she can outbid us unless we get a little complacent," World Journal Editor Frank Conniff told Time magazine.

And, indeed, Editor & Publisher reported that the World Journal earlier had matched Mrs. Schiff's every bid before suddenly terminating the game two days before publishing. With the resources of three communications empires behind it, no other outcome could be expected.

But more important, the government, in seeking to share the World Journal's syndicated wealth, is treating the symptoms rather than the disease.

The Post, the World Journal's only obstacle to a monopoly in the afternoon field of the nation's richest newspaper market, will find itself outgunned, if not outfought, even should it be able to add a Lippmann or a Buchwald to its firepower.

It will face the assembled weight of three newspapers fused into one, with all the advantages of combined operations and backed by the prestige and resources of two major publishing chains and a radio-television empire.

The Justice Department, of course, can intervene, as it has in the case of the syndicated features and columnists. But the courts are notoriously slow in granting relief; when they do so at all, and the World Journal has indicated the stance it will take by announcing it will "resist vigorously" the government's suit to give the Post a sporting chance at the Tribune's columnists—as it earlier rebuffed a new company's offer to buy the Tribune's name.

It all could have been foreseen—and was last March when ANG warned the Justice Department that the Post might find it difficult to survive against "the concentration of economic power" the merged papers could muster against it.

Now the weaker of the two papers that were supposed to have been saved by the merger has been discontinued, leaving the survivor even stronger than had been anticipated.

The Justice Department might have averted the situation with which it is now confronted by acting forthrightly against the merger itself. It didn't.

Now it is conducting a rear guard action—too little and too late.

'Stop Worrying. She's In A Better Position Than The Herald Tribune'



DATeline: WASHINGTON

Satisfaction, Discontent Mingle As Election Draws Near

By WILLARD SHELTON, Washington Guild



"There is a feeling in the country of both achievement and of restlessness and discontent," Secretary of Labor W. Willard Wirtz told major union conventions last week.

"There is the satisfaction at passage of the medicare bill and the minimum-wage bill. But also the feeling that the democratic process has not worked well enough. There are too many people still left out."

Wirtz is a highly sensitive observer on such issues and a skilled practitioner in the use of words to describe them.

It could be called, indeed, the description of the problem of Democratic congressional candidates and other Democratic candidates for office in the Nov. 8 elections.

The 89th Congress has poured out a volume of legislation for the general welfare—education, poverty programs, medicare and minimum wages—unparalleled in the nearly two centuries of American history.

The Minimum Wage Act of 1966 is evidence enough. Farm workers—a few of them, anyway, working for corporate or factory-type farms—are to be covered by the basic hourly-wage law.

Never before have farm workers laboring for anybody been included in the protective web of legislation Congress has endorsed for collective bargaining, social-security coverage or minimum-wage coverage.

It is a notable first, a breakthrough. The opponents of such legislation are quite correct when they call the beginnings of such programs for the further protection of the workers "the thin edge of the wedge, the camel's nose under the tent." The principle is the essential element.

There is, nevertheless, a sensed feeling of "restlessness and discontent" as the second session of the remarkable 89th Congress approaches its end, probably still four weeks away.

There is frustration produced by Sen. Everett McKinley Dirksen's defeat of the civil-rights bill by his co-operation, as Republican leader, with the Southern Democratic filibuster against it.

The "riots in the streets," the

beating of Negro school children by whites in Grenada, Miss., the frightful uprising of the Watts area in Los Angeles have caused hesitancy.

But Dirksen is not uninformed; he knows what causes the "riots," the white beatings and the uprisings like that at Watts. It is the denial of human rights and the conflict between races that denial produces.

The need of Negroes in Northern cities for equal-occupancy legislation in the housing field is fixed and inflexible. It was first mentioned publicly, to this correspondent's knowledge, by Eleanor Roosevelt in a press conference at the Democratic National Convention of 1956 in support of the renomination of Adlai E. Stevenson of Illinois.

It is a long time ago, and Dirksen has known all about it ever since.

President Johnson has other things to deal with, including the Vietnamese war and the attack opened upon our policy in the United Nations General Assembly.

It would be possible, one supposes, for the 89th Congress, de-

spite its splendid record, to go out not with a bang but a whimper.

There is an inevitable conflict between Congress and any strong president or between a majority president and a skillfully led minority in Congress.

There is a problem this year for the dozens of freshman Democrats elected to the House in 1964 who gave the margin of strength to Johnson proposals on many occasions. They are nervous about having voted for the civil-rights bill and repeal of Section 14(b) of the Taft-Hartley Act when the Senate refused to go along.

We have, in short, another election coming up, and the ancient question of whether the American people will live up to their potentialities.

The people who elected the freshman Democrats in 1964, and who dumped conservative Republicans, knew what they were voting for, only now it must be done all over again.

The "restlessness and discontent" sensed by Secretary Wirtz are palpable. The country's opinions are fluid, but the campaign involves exactly the fixing of issues.



Wippold Challenges Institute Subsidies

St. Louis, Mo.

Editor:

Before returning delegates from the recent convention had a chance to unpack, ANG officers announced a major policy change whereby delegates to regional bargaining institutes would be subsidized by the ANG.

Obviously, plans for this move were beyond the preliminary stage at convention time and could have been presented to the delegates for their approval.

At the least, the officers should have sought IEB approval for a policy shift which will cost thousands of dollars and open Pandora's box. What about subsidiz-

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.

Letters relating to elections or referenda to appear in the issue preceding distribution of ballots and subsequent issues preceding the start of voting shall be confined to rebuttal of material already published.

ing convention delegates?

It is this lack of forethought and utter disregard of the will of the members that have led officers to stumble into another dead-fall in their zeal to perpetuate themselves in office.

BARNEY WIPPOLD
Past President
St. Louis Guild

The Guild Reporter

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Published by the American Newspaper Guild (AFL-CIO, CLC), the second and fourth Fridays of each month. \$3 per year. Single copies 15c. Guild Reporter deadline at 1126 16th St., N.W., Washington, D.C. 20036; News, the Monday preceding publication; advertising, features and letters, Friday preceding publication. Letters limited to 200 words by ANG convention action.

Vol. XXXIII, No. 19

September 23, 1966

American Newspaper Guild

1126 Sixteenth St., N.W., Washington, D. C. 20036

Area Code 202-296-2990

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