

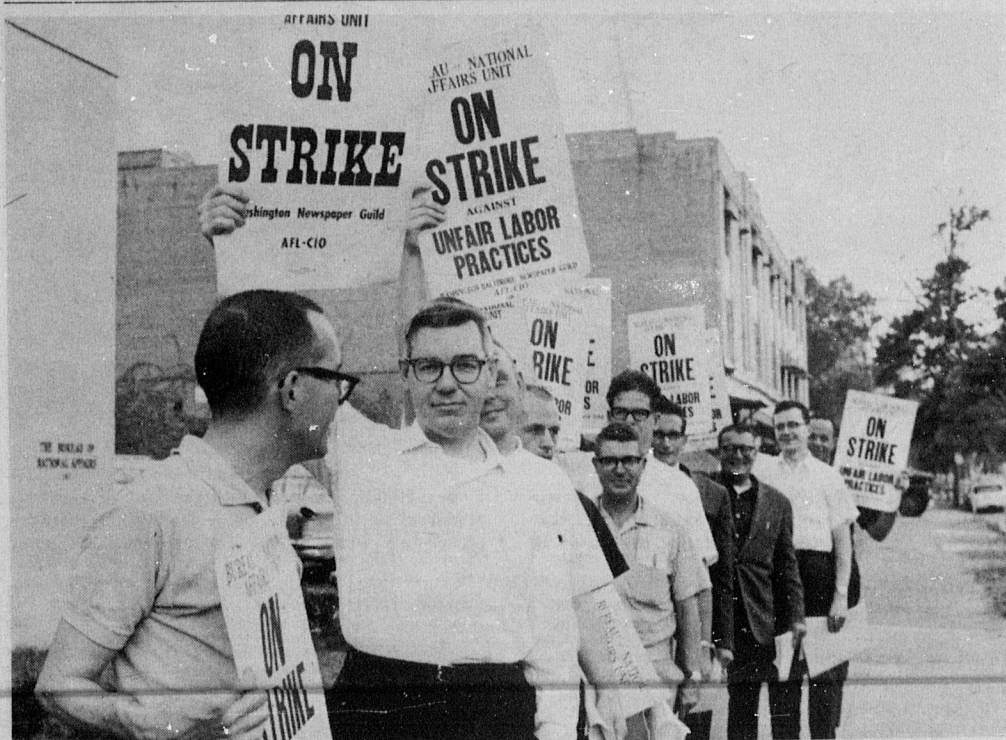
Guild, World Journal In Accord On Jobs, Move Toward Contract

THE GUILD REPORTER



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

Vol. XXXIII, No. 13 Washington, D. C. June 24, 1966



PICKET-LINE MEETING: Members of the Washington-Baltimore Guild executive board hoist picket signs to signify their votes in support of the Bureau of National Affairs Unit's four-point victory pro-

gram as the board's regular weekly meeting is conducted on the BNA picket line. Joe Holt Anderson, Jr., left, local president, led the board through all its business while pacing the picket line in a demonstration of solidarity with the strikers.

Strikers Map Own Publication At BNA, Expand Union Boycott

Guild strikers at the Bureau of National Affairs voted last week to undertake the development of a Guild substitute for some of BNA's reporting services as ANG intensified its boycott of the struck firm's publications.

The move to establish a publication to replace BNA services most widely used by unions was part of a four-point strike program voted by the Washington-Baltimore Guild's BNA Unit June 18 following a National Labor Relations Board regional director's refusal to issue a complaint on unfair-labor-practice charges filed by the local.

The Guild announced it would appeal the regional director's June 16 decision to the labor board's general counsel.

The unit decided to develop a

model for the interim publication "as quickly as possible" to meet the needs of unions that have cancelled BNA subscriptions. The format will be determined "after consultation with top labor leaders and others."

The strikers also affirmed their intention to:

► "Prosecute the strike until there is an honorable settlement, including satisfactory union security.

► "Continue, through the U.S. Mediation and Conciliation Service, efforts to get BNA management to sit down and hammer out such a settlement.

► "Step up the boycott against BNA through expansion of appeals to the entire U.S. labor movement and assignment of a striker to aid ANG efforts toward

tightening the ring around BNA products."

Harris Monroe, local administrative officer, and Seymour Spelman, the local's attorney, said the appeal to NLRB General Counsel Arnold Ordman will cite legal errors in Regional Director John A. Penello's decision on the unfair charges and will demand that Ordman hear oral arguments on the case.

Monroe and Spelman also told the strikers that the local will challenge a decertification petition filed by a BNA assistant managing editor, on grounds that will include a charge that the petition's filer is acting "as and for management." A hearing is scheduled for July 5.

Earlier last week ANG officers, after meeting with local leaders, sent out a new boycott appeal to nearly 2,000 labor leaders.

The letter, signed by Executive Vice President William J. Farson, and Secretary-Treasurer Charles A. Perlik, Jr., was aimed at extending the cutoff of information from the labor movement to BNA.

It said the information BNA receives from labor is "as important to it (BNA) as its subscription dollar."

ANG asked union officials to make sure BNA has been removed from their mailing lists (Continued on Page 5)

Negotiators Tackle Final Strike Issues

New York City—The Guild and the World Journal Tribune were pressing for a settlement of the final remaining issues in the 62-day New York merger strike this week following agreement on the key issue of seniority in dismissals.

A settlement with the Newspaper and Mail Deliverers' Union was also reported near, but bargaining was stalemated with the Pressmen and ITU Mailers, the only other unions that have been unable to reach agreement.

Mediator David L. Cole said June 22 that three major issues remained to be resolved in Guild negotiations: severance pay, job security and a Guild shop. Several minor issues also remained, he said.

Management had submitted a package proposal on all unsettled issues the day before, and Cole voiced optimism over the prospects for an early settlement.

World-Journal Publisher Matt Meyer took a personal hand in bargaining this week, and ANG Executive Vice President William J. Farson flew here from Washington June 20 to assist in the final phase of negotiations.

Elmer Brown, President of the International Typographical Union, entered renewed talks on the Mailers' dispute in an effort to help reach a settlement.

The Guild, which held firm in seniority in the dismissal of 900 employees on the three merged papers, finally reached agreement on the dismissal list last week.

With some exceptions—allowable under the Guild's old contracts with the Herald Tribune, Journal-American and World-Telegram & Sun—it is in accordance with seniority.

Seniority was the last of the merger issues to be resolved. Negotiators were working this week on other contract issues, including supervisory exemptions, sick leave and medical insurance in addition to severance pay, union security and job security.

In several of these areas the problem of varying provisions in the old contracts remained to be resolved. Management had indicated earlier that it would try to bargain down to the weakest provision (Continued on Page 2)

Guild Requests Canada Probe Of UPI Actions

Montreal, Que.—The Canadian Wire Service Guild last week petitioned Canadian Labour Minister John R. Nicholson for a commission of inquiry to probe unfair practices by United Press International during bargaining for an initial contract for its Canadian employees.

The petition, filed under the Industrial Relations and Disputes Act, charges UPI with reducing the staff, effecting work reductions, altering job duties and imposing outside-activities restrictions, all in its Montreal bureau.

The move was made as direct negotiations with the company, initiated three months ago, were broken off. The government promptly named a conciliation officer, who has called an initial mediation session here for June 29.

An inquiry commission, if it finds the charges valid, can either give the Guild permission to prosecute UPI in the courts or can impose a fine on the company. The Guild is already prosecuting UPI on unfair-practice charges arising from two dismissals prior to the Guild's certification last February.

The Guild has also asked for a government investigation of charges that UPI has violated the new Canada Labour (Standards) Code by failing to pay overtime and holiday compensation.

The Guild broke off negotiations after the company refused to improve an initial wage proposal with minimums lower than the salaries it already pays. They included a top of \$85 for reporters and photographers and a \$69 top for bookkeepers. (Continued on Page 2)

The Breslin Boys ...Then There Were 6

New York City—So you're Sam Crowther, rewrite man on the old Journal-American, and you're sick and in the hospital, and some of the guys from work are out at Aqueduct playing the ponies and get to thinking about you.

And these guys—hedging their bets, as usual—decide that what you all need most in New York is, of all things, another union, for editorial types only.

So one of the guys, a Herald Trib writer named Jimmy Breslin, dashes off a telegram and they send it, but not to you.

Instead, they send it to the papers announcing, with a perfectly straight face, that "after several days of intensive research" a "solid group" of editorial people would start their own union the

next morning at a meeting at Gallagher's Steak House (at which only four of them show up.)

And, maybe to let you know they're thinking about you, they sign your name alongside six others at the bottom of the telegram.

You find out they've been thinking about you, all right.

As you point out in a telegram you send to Thomas J. Murphy, executive vice president of the New York Guild, after leaving the hospital last week:

"Have just gotten out of the hospital. Find I have been made a patsy with the Breslin group. I never signed anything nor did I authorize same at any time. The first I heard about the original telegram was when I read about it in the newspaper."

Guild, World Journal Reach Accord On Jobs

(Continued from Page 1)
visions of the three contracts.

The agreement on dismissals includes provision for close to 400 voluntary resignations with severance pay and for a rehiring list, in accordance with seniority, for the remaining 500 employees to be discharged.

The Guild, in subsequent negotiations, was seeking to place a sharp limit on the number of exempt positions and the work they would cover to guarantee that employees on the rehiring list will not be deprived of their chance at jobs because exempt employees have taken over their work.

The key breakthrough on dismissals came June 9 in editorial, where management and the Guild had been most sharply at odds following company efforts to set up what the Guild described as "gerrymandered" seniority lists broken down by job duties rather

than by contract classifications.

The advertising department, where a similar effort had been made, provided a further stumbling block, but accord was reached five days later. Thomas J. Murphy, the Guild's executive vice president, said management had finally assented to the Guild's position on following seniority.

Agreement on other departments was reached with less difficulty, and Cole voiced optimism about an early settlement. But bargaining on other issues, while moving forward, was proving slower than anticipated.

Cole centered his attention on the Guild and the Deliverers, reporting that the drivers were close to agreement on the principal issues of delivery methods, the number of dismissals and severance pay.

Bargaining with the Pressmen was deadlocked over work schedules, and talks with the Mailers were stymied on the number of dismissals.

The Guild, meanwhile, reported 275 former Tribune, Journal-American and World-Telegram employees placed in new jobs through its emergency placement service. The service had more than 1,000 jobs listed by early this week, but many were at substandard wages or in other cities.

Robert I. Queen, the Guild's placement co-ordinator, cited one job offer of \$85 for a technical writer with seven years of experience and a B.A. degree.

The strikers became eligible for weekly state unemployment compensation of up to \$55 this week following expiration of an eight-week waiting period mandated by labor disputes.

The State Labor Department is preparing to hold hearings on a



New York Guild Photo by Seymour Zee

ON THE BEACH: Footsore Jack Ferrara's vista is the industrial East River waterfront and not the sands of

Coney Island, but he makes the best of available resources as he relaxes on a beach chair between picket-duty tours at the Journal-American plant.

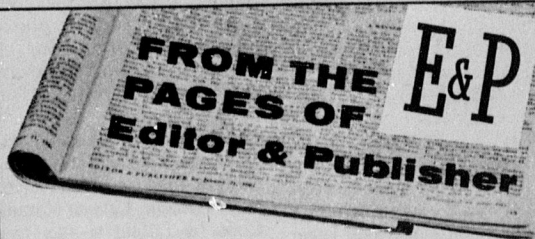
Strike Uplifting

New York City — The New York City merger strike is giving newspaper executives an opportunity to see how the other half lives.

Editors and other executives have been pressed into duty for dozens of routine jobs as the Guild members who normally perform them walk the picket lines.

One editor lunching with a news contact at the exclusive Four Seasons Restaurant one day last week glanced at his watch, New York Times reporter Damon Stetson related, and rose abruptly.

"I've got to get downtown for my afternoon elevator shift," he explained as he dashed off.



OFFSET PRODUCTION COSTS HIGHER THAN ESTIMATES?

Figures cited at the ANPA/RI Conference indicate that newspaper production by offset may be more expensive than is usually assumed. Offset has a 3-5% higher wastage of Newsprint alone. Ink costs increase 100%, and platemaking costs go up about 23%. A complete sample cost breakdown revealed by the study appears in the June 11th E&P.

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Guild appeal against its refusal to grant compensation without the waiting period to 700 employees to whom the World Journal Tribune missal the day the strike began.

Picket lines at the Journal-American plant, which will be abandoned in the merged operation, were taken down June 19, and Journal strike headquarters were merged with those for the World-Telegram plant. Picketing continued at both the Telegram and the Tribune.

The Guild has reported strike contributions totaling \$15,727, including the following received since the last report May 27:

Albany Guild \$100
Boston Guild 500

Buffalo Guild	50
Canadian Wire Service Guild	50
Chicago Guild	100
Cleveland Guild	300
Cincinnati Guild	100
Columbus Guild	50
Detroit Guild	200
Empire State District Council	200
Erie Guild	100
Philadelphia Guild	1,400
Hawaii Guild	50
Hazleton Guild	25
Kenosha Guild	50
Los Angeles Guild	100
Ottawa Guild	100
North Jersey Guild	100
Pawtucket Guild	100
Peoria Guild	50
POI District Council	200
Portland (Me.) Guild	100
San Antonio Guild	25
San Diego Guild	680
San Francisco-Oakland Guild	1,500
Scranton Guild	50
Seattle-Tacoma Guild	200
St. Louis Guild	500

Terre Haute Guild	25
Stockton Guild	50
Toledo Guild	100
Vancouver-New Westminster Guild	100
Wilkes-Barre Guild	100
Wire Service Guild	1,200
New York Post Unit	346
New York Times Unit	637
New York City Reporters' Association	150
World-Telegram ITU Chapel	100

... Canada UPI

(Continued from Page 1)

The company has rejected "all union-protection language, all job-security language and any provision on severance pay," the Guild reported. The only progress, it said, has been on grievance machinery.

IT

SEEMS TO US

Fulbright Seen Fulfilling His Constitutional Role

BURNABY, B. C.

Editor:

Willard Shelton in his "Dateline Washington" of May 27 argues that the President has more, possibly better information than any Senate Foreign Relations Committee chairman.

One might call this the President-knows-best or Great-White-Father theory of democracy. It invites us to accept a sort of dependency that in today's world could, as in the lemmings' surge to sea, lead to mass fatalities.

As I see it, this approach to democracy has had exactly that result so far in Vietnam, and there is no end in sight to the growth of the size of the disaster.

Mr. Shelton's implication that perhaps Sen. Fulbright is not to be taken too seriously seems to ignore the senator's constitutional responsibilities. In fact, the senator has a constitutional duty to try

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.

to arrive at an independent view of the conduct of foreign affairs.

JOHN CONDIT

Vancouver-New Westminster Guild

Wide Support Urged For COPE Campaign

DURHAM, N.C.

Editor:

In your April 8 edition of the Guild Reporter you had a news story concerning COPE dollar-drive tips and their being sent to all U.S. locals.

I would like to take this opportunity to commend you for the news story and the Guild for its interest in the COPE dollar drive.

I would also like to bring to

the attention of individual Guild members that all the COPE field staff and several of COPE's headquarters staff are members of the Guild. We are all members of the Washington Guild.

I was rather dismayed to read last year of the lack of support of COPE from individual Guild members. Guild members should recognize the value of all labor members participating in the COPE dollar drive and the political processes of our nation because of their day-to-day contact with the problems which beset our very existence.

I certainly hope that each Guild local will at least ask all of its members to contribute \$1 to the COPE dollar drive. I suggest that each local order enough COPE publication 10-C, "What Is COPE?", and COPE publication 6-C, "Your COPE Dollar," to enlighten all of our members on this vital project.

WILBUR HOBBY
Director
COPE Area No. 3

Conviction Of 26 In Ontario Spurs Injunction Drive

Toronto, Ont.—The conviction of 26 union members for contempt of court in mass picketing at the Tilco Plastics Co. plant in Peterborough has spurred the Canadian labor movement's campaign to outlaw antipicketing injunctions.

Move To Split Contract Units Fought By CLC

Ottawa, Ont. — The proposal of a Quebec separatist labor federation for regional rather than national collective-bargaining units would fragment Canadian labor and multiply industrial disputes, representatives of the Canadian Labour Congress, told Cabinet officers June 15.

The CLC delegation met with the Cabinet to discuss the proposal, advanced by the Confederation of National Trade Unions.

A CNTU affiliate, the Union of Cinema and Television Employees, is seeking to split off employees of the Canadian Broadcasting Corp.'s French network from the Canadian Wire Service Guild's CBC Unit. The CNTU is trying to change the Canada Labour Relations Board's policy of rejecting such attempts.

Fragmentation along lines urged by the CNTU, the CLC said, would lead to lack of uniformity in job conditions, limitations on mobility, "entrenchment of regional disparities" and "the disintegration of regional units into even smaller ones."

The main reasons advanced by the CNTU for certification of unions on a regional basis is simply "that the employees they seek to represent speak the same language and share the same culture," the CLC pointed out, stating:

"What the CNTU is suggesting is that a distinction in language or culture is so important that it should produce a cleavage among workers who otherwise share the same occupations, work in the same industry and are citizens of the same country."

"... Is the CNTU in effect undertaking to organize only those workers who speak French and who share the French culture," the CLC pointed out, stating, "the CLC asked, 'Will other workers in Quebec be placed in other bargaining units merely because they do not speak French or share in the French culture?'"

First Aid For Locals

Two Clinics Set For Convention

Clinics on collective bargaining and local administration will be held in conjunction with ANG's 1966 Convention in Washington July 25 through 29.

The clinics will be held on the evening of the convention's initial day. The bargaining clinic will be conducted by Collective Bargaining Director J. William Blatz and Robert Christofferson, executive secretary of the ANG Contracts Committee, and the administration clinic by Secretary-Treasurer Charles A. Perlik, Jr., and Office Manager Ruth Zwiback.

Further steps in the campaign, initiated as a result of the use of injunctions during the Toronto Guild's strike against the Oshawa Times last winter, will be discussed June 29 at a conference called last week by the Ontario Federation of Labor.

The Toronto Guild, which earlier this month urged Ontario Premier John Robarts to establish a labor-management committee to review injunction legislation, will be represented at the conference.

The conference was called after Chief Justice G. A. Gale of the Ontario Supreme Court handed down contempt convictions in the Peterborough case June 7. The 26 defendants were convicted of violating an injunction limiting a United Textile Workers' picket line at Tilco to 12.

As in Oshawa, unions in Peterborough had rallied to the support of the striking Textile Workers.

The Oakville Labour Council responded to the court ruling by urging the Ontario labor federation to call a mammoth protest rally, including civil-rights organizations as well as unions, to press for an end to injunctions in labor disputes.

And two district directors of the United Steelworkers, William Mahoney and Larry Sefton, called press for antistrikebreaking legislation.

"In simple justice," Mahoney and Sefton said, the government must now protect the job rights of striking employees by confining disputes to the employers and employees involved.

"The use of uncertified employees as strikebreakers is not only legalized job robbery but renders collective bargaining and the whole process of certification and conciliation meaningless," they declared.

Assessment Defeated In Wire Service Vote

New York City—A proposal for two monthly Wire Service Guild assessments to help finance the next round of contract negotiations was defeated 466 to 325 in a membership referendum tabulated early this month.

The local executive committee will consider alternative methods of financing at a July 23-24 meeting in Washington prior to ANG's 1966 Convention.

The convention will be opened earlier in the day with addresses by ANG President Arthur Rosenstock, Executive Vice President William J. Farson and Perlik. Joe Holt Anderson, Jr., president of the Washington - Baltimore Guild, will deliver the welcoming address.

The traditional convention-evening cocktail party will be held in ANG headquarters, giving delegates an opportunity to tour Guild offices. A closing party will be held at the National Press Club on the convention's final day.



MUSEUM PIECE: Heywood Broun's ancient Underwood, presented to ANG last week by the Guild founder's widow, Connie, gets a test run from ANG Secretary-Treasurer Charles A. Perlik, Jr., under Broun's eyes in the Guild's Broun Memorial Library, where it will occupy a permanent niche. It still works, but needs a new ribbon, Perlik said.

Arbitrator Reinstates Fired Amboy Leader

Perth Amboy, N.J.—An arbitrator has squelched a second attempt by the Perth Amboy Evening News to fire a North Jersey Guild officer who played a major role in the Guild's support of News printers during a lockout last fall.

And News management agreed, after a strike vote, to implement the arbitrator's decision in another case.

Arbitrator Joseph Wildebush ruled June 22 that the News did not have "just and sufficient cause" for firing Richard Gilliam, local secretary, April 29 and ordered Gilliam reinstated immediately, although without back pay.

Gilliam, testifying for himself in the hearing, related that Kenneth W. Michael, vice president and executive editor, told him that he "might as well look for another job" because he wasn't "going to get anywhere" on the News after his role as a Guild leader during the printers' dispute.

Gilliam said the conversation took place last December after an earlier attempt to fire him.

The Perth Amboy Unit voted with only three dissenting voices to ask strike permission from ANG when management temporized over the arbitrator's edict

that a newly created associate editor's job must be stripped of Guild work.

The Wildebush decision required management to take editorial-page work away from the editor "forthwith." Management, claiming that "forthwith" meant "after a reasonable time" and that the ruling did not cover vacation periods, continued to have the editor perform the work pending a Guild member's return from two weeks' vacation.

Wildebush, sitting in the arbitration on the News's attempt to dismiss Gilliam on a charge of insubordination, ruled June 10 that "forthwith" meant "immediately" and that the associate editor could not do Guild work during vacations, holidays or any other time except in an emergency.

The arbitration was one of two arising from Guild support of News printers in the lockout. The associate editor's position was created to open up an exempt job for the sole Guild defector.

Wildebush, while denying the Guild's claim to jurisdiction over the job, ruled that its occupant could not do Guild work.

In the other case, arbitrator George Moskowitz ruled that management had no right to alter the rotation schedule of two Guild photographers, citing a company pledge to return all employees to the "work situations" they held before the lockout.

Harry P. Snyder, 57; Helped Organize AP

Harry P. Snyder, 57, an organizer of the Guild's first Associated Press unit in Washington, died June 10 of hepatitis. He had been associate director of public relations for the American Textile Manufacturers' Institute in Washington since 1956.

Snyder, a 20-year AP veteran, was instrumental in organizing the service's Washington bureau in 1948 and 1949 and was a member of the first national AP Wire Service Council.

L.A. Guild Acts To Add 200 In Hollywood

Los Angeles, Calif.—The Los Angeles Guild has moved to add 200 commercial employees to its 60-member editorial unit at the Hollywood Citizen-News and the Valley Times.

The Guild filed a representation petition for the papers' advertising, business-office and inside circulation employees June 10. Management rejected a Guild request for voluntary recognition.

The two papers were consolidated last August. In December the Guild extended its editorial jurisdiction at the Citizen-News to the Valley Times by a 46-to-9 representation-election victory in the consolidated unit.

The Guild has filed unfair-labor-practice charges accusing the company of firing two 12-year commercial employees for circulating Guild cards.

The company, in dismissing the two—a payroll accountant and a dispatch employee—said it was doing so on economy grounds, but it hired replacements within a week, reported Joseph H. Matty, local administrative officer.

Management earlier attempted to demote unit chairman Eric Frankland, who led the organizing drive, from wire editor to suburban reporter.

A strike threat resulted in the company's agreement to submit the dispute to arbitration, a recourse not provided in the contract. A hearing is scheduled for June 29.

San Antonio Election Set For June 27

Houston, Tex. — The National Labor Relations Board's regional office has set a representation election for June 29 on the San Antonio Guild's bid for recognition as bargaining agent for 31 district managers at the San Antonio Light.

The date was set after a regional director's ruling that the circulation managers are not "independent contractors." The company has asked the labor board to review the director's decision.

Ottawa Guild Seeking 8-Man Janitorial Unit

Ottawa, Ont. — The Ottawa Guild is seeking to add eight maintenance employees to its unit at the Ottawa Journal.

The Guild filed a representation petition with the Ontario Labour Relations Board June 10. The company promptly offered \$5 raises to the maintenance group.

The labor board has called a hearing on the petition for June 29.

Strike A Tonic?

San Juan, P.R.—The Puerto Rico Guild's 53-day strike against El Mundo appears to have been just the circulation stimulant the paper needed.

El Mundo's average daily circulation in January, the month the strike ended, was 1.9 percent higher than it was in November, the month the strike began, according to Circulation Director N. P. Curras.

January circulation was up 6.78 percent over the previous January, February circulation was up 7.5 percent, and March and April figures indicate a continuation of the trend, Curras reported.

A Guildsman At Solidarity House

Common Purpose, Problems Bind ANG, Auto Union

BY GERARD H. BORSTEL

Vice President, Washington-Baltimore Guild

THE AMERICAN Federation of Labor, the speaker said, began with a group of trade unionists known as "The Ten Friendly Philosophers" which met regularly to exchange ideas.

One of the philosophers was Samuel Gompers, later president of the AFL, who had been hired by cigar makers to read working-class tracts and newspapers to them while they plied their trade. The labor movement has discarded many of Gompers' ideas, but he remains a giant in its history.

The speaker paused, moved to a chair and sat down. His six listeners shifted about, lit cigarettes, put their feet up on the classroom tables or took them down.

"Perhaps," said the speaker, "organized labor needs ten friendly philosophers today. If any of you is interested, I'm ready to start the group with you."

The speaker was Brendan Sexton, director of the United Automobile Workers' Leadership Studies Center in Detroit. He was speaking on "The Theory of Labor" to a class of five UAW staff members and me at one of the union's three-week seminars that are held from September to June.

UAW staff members are required to attend. I was on hand by virtue of ANG's Guild Service Award scholarship for a course of trade-union education.

Sexton is a labor egghead who knows both what it is to be a "pro" and what it means to be a worker in the plant. A onetime Steelworkers organizer, he has headed both organizing and education during a long UAW career.

IF NONE of us took up his suggestion to found a new circle of philosophers, the reasons are not hard to find. Geography, of course, was one, since only two students were from Detroit. More important, staff men ordinarily are preoccupied with the problems of today's UAW—collective bargaining, organizing, grievances, external and internal politics. The time they spent at school was hard-bought.

There is another reason. Sexton had pointed out that organized labor has lost ground in recent years in terms of the percentage of the nation's workers who are union members. But the UAW is strong, affluent, progressive and respected. It is significant that the Leadership Studies Center is housed in a former Chrysler mansion adjoining a onetime Ford tract on which stands Solidarity House, the union's shiny, modern, international headquarters.

Such a picture (and the union's enviable staff pension plan, a frequent topic of discussion during our coffee breaks) could produce apathy and smugness. The school is one way the UAW seeks to prevent this.

I was the third Guild member to attend, having been preceded by Lynn Igoe of the Los Angeles Local and James Cesnik, now on the ANG staff. I took with me one valise and returned home with two. The extra one well symbolizes what I acquired—a solid load of information, impressions and associations, plus numerous notes, books (including "Made in USA," a first-rate labor novel), booklets and fact sheets.

OUR CLASS, smallest in the school's history, listened to 17 teachers on such subjects as arbitration techniques, civil rights, political ac-

tion, the international labor movement, European manpower programs and scientific advances. Two days were spent at Michigan State University (other classes visit Michigan University and Wayne State) where we heard and questioned professors of sociology, labor relations, economics and zoology.

The class was impressed by the natural scientists. Strange as it seems, nothing these labor "pros" heard stirred more discussion than talk about controlling the level of the Mediterranean Sea, the genetic basis for mental retardation and the development of a technique for controlling cattle disease.

Indeed, I think the most valuable lesson for me was the reminder that as the Guild and its problems are inter-related with other unions and their

interest crusade waged by one of the shop-committee members.

"How do you handle this challenge and criticism? Were you wrong in using the cabin? Were local officers wrong in accepting such things as a wedding gift for a daughter?"

Since our class was small, the discussions generated less heat than we would have liked. However, teacher Bill Goode, a Ph.D. candidate who got his start in the plant, worked hard as the devil's advocate.

REGRETTABLY, organizing was not covered in the course. I tried to make up for this by questioning my classmates, such as Ray Laracy, a white-collar organizer from New Jersey. As elsewhere, Laracy told me, organizing office workers in the auto, aerospace, and farm-implement industries is a tough challenge. There are no secret weapons, he said, and no substitutes for a hard-working, dedicated in-plant committee.

I took something home from other classmates, too. "Joe Pete" is a real veteran of the labor movement. As a boy he survived a panic stampede in which over 70 women and children were killed when a scab yelled "Fire!" in a union hall during



ON CAMPUS: Guild Service Award winner Gerard H. Borstel, his classmates and director Brendan H. Sexton outside the UAW Leadership Studies Center. From top to bottom, Ray Powell, Borstel, William Davis, William Horner, Ray Laracy, Peter Vranich and Sexton.

problems, so also organized labor is affected by what happens in many fields, at many levels, in many places.

THE UNION problem sessions are called "simulation." The center staff has created an imaginary union, the "United Metal Fabrication and Processing Workers" (not unlike the UAW), with "Local 100" in "Demopolis" and "Big City," a contract with the "General Anodyne Corp." and a variety of characters through whom typical situations develop. Here's an example, condensed from the center's copyrighted booklet, "The Simulated Union":

The plant labor-relations director many times has invited you, an international representative, to make use of his hunting cabin. You finally accept, going up with some relatives for a week during the deer season. Later, your acceptance of this favor becomes the focal point of a conflict-of-

a Christmas party for the dependents of striking miners. To get a job, as a young man, he had to change his name from Peter Vranich to Joseph Peters because he was blacklisted as a union supporter.

Today Joe sits across the table from representatives of Ford management in grievance and arbitration proceedings. Concealment, if any, is on an equal footing, and the idea of a scab working in the shop is an anachronism.

Bill Davis, an international representative who came out of an International Harvester plant in Memphis, talked both of personal and local-union changes relating to racial matters. He was optimistic for the growth of the labor movement in the South and said that as voting rights are extended, organizing will advance.

Problems, progress, purpose. As it is in the Guild, so it is in the UAW. That was brought home to me in Detroit.

CONVENTION



DELEGATES

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

BROCKTON—John S. Schofield.
CINCINNATI—Henry Childress, Dale Fewell, Harriet Gordon and Carl Parks.
COLUMBUS—Joel Snyder, Clarence Middendorf, Brian McNamara and Eugene Fisher.
HAMMOND—Gerald L. Fitzgerald and Cornelius F. Szakatis.
HAZLETON—Ramon Saul.
HUDSON COUNTY—Edwin E. Harnett.
KENOSHA—James K. Meyers.
MADISON—Irvin H. Kreisman.

MANCHESTER—John R. Clarey, Ronald C. Drouin and Frank Brennan.
MONTREAL—William F. Clements and Brendan Timmons.
PAWTUCKET—Thomas M. Buckley, Jr. and William L. Fesik.
PEORIA—Richard L. Penelton.
PORTLAND, Me.—Maxwell L. Wiesenenthal, Philip J. Fox and Robert Niles, Jr.
PUEBLO—William D. O'Donnell.
ROCHESTER—Herman Auch, Philip Feldman and Carmen Vigliucci.
SEATTLE-TACOMA—Hugh H. Harrison and George W. Lambert.
The name of International Vice President Robert D. Nordin was inadvertently omitted from the list of Vancouver-New Westminster convention delegates in the Guild Reporter's June 10 issue.

Justice In Chicago

Award Chairman Gets One

Chicago, Ill. — The Chicago Guild on June 11 honored Wade Franklin, chairman of ANG's Heywood Broun Award Committee for eight years, for outstanding contributions to the Guild.

The local presented Franklin, who is travel editor of the Chicago Sun-Times, with a special award at its Page One Ball. Franklin, who served longer than any other Broun Award chairman, is also a former chairman of the Guild's old Chicago Times Unit.

The local presented a special award to Raymond W. Pasnick, public-relations director of the



Pasnick

Franklin

United Steelworkers, for "an outstanding contribution to a better Chicago." Pasnick, a former Chicago Guild officer, served on the city's board of education for 10 years until last November.

Edwin A. Lahay, chief of the Knight Newspapers' Washington bureau and a former Guild member, was honored for outstanding contributions to the newspaper industry.

Paint Boycott Urged

The Office and Professional Employees Union is asking union members to boycott products of the Sherwin-Williams Paint Co., against which an OPEU local in Vancouver has been on strike for more than three months.

BNA Strike Publication Planned; Boycott Expanded

(Continued from Page 1)

and to "remind your associates and subordinates permission is being refused BNA to publish arbitrations in which your organization is involved so long as BNA persists in its present attitudes and publishes with scab labor."

The letter also asked that David Lawrence's U.S. News and World Report, whose building adjoins BNA's, be removed from mailing lists. Lawrence formerly owned BNA, and the magazine has been performing BNA's messenger work during the strike, the local said.

Noting that "for \$25 a month BNA receives the full texts of the 20 or so arbitration awards published each month by the American Arbitration Association, which BNA may then publish if it chooses," the ANG officers enclosed a form prepared by the Washington Local refusing the AAA permission to publish any arbitration as long as the strike continues.

The letter also urged that:

► Unions that have not received refunds on canceled BNA subscriptions make a second demand for them.

► Other central bodies follow the lead of the Washington Central Labor Council and put BNA publications on their "unfair" lists.

► Protests be made to government agencies—particularly the Department of Labor—that have refused to cancel BNA services.

In a simultaneous action, the local sent material to every member of Congress explaining the strike issues and decrying the "unfairness of federal departments and agencies continuing to take sides with BNA management" by continuing to receive its services.

The local also sent a letter to Secretary of Labor W. Willard Wirtz, saying it finds the Labor Department's failure to suspend its BNA subscriptions during the



BOYCOTT PLEA: Urcel Daniel, of the Guild's Bureau of National Affairs Unit, presents the Guild's plea for a boycott of BNA publications to labor editors at an International Labor Press Association confer-

ence in Washington. At right are Kenneth Fiester (with cigarette), secretary-treasurer of the Labor Press Association, and Henry Santiestevan, editor of the Industrial Union Department's Agenda. Miss Daniel is a former ANG research director.

strike "incredible." By refusing to do so, the Guild said, it is forcing its union employees to handle "scab-dirtied work."

Monroe, writing for the local, suggested that Wirtz have a "chat" with BNA President John D. Stewart and point out to him that "in trying to take on the entire American labor movement, he can only beat BNA's business into the ground."

The company, in a letter accompanying refunds to unions that have canceled subscriptions, undertook to defend BNA's position in the strike. The Guild, in a strike bulletin, said the letter missed the truth "by a pretty wide margin."

Union security was not the only significant issue on the table when the strike began, it pointed

out in contradiction to a company claim, citing clerical wages and compensation for costs accruing to employees from a projected move of part of BNA's operations to the suburbs.

The bulletin also denied company claims that the Guild did not have a clear majority of BNA employees as members, pointing to signed checkoff cards, and countered BNA's assertion that employees of BNA's printer are all union members by pointing out that a large amount of work is

done at three nonunion printing firms, including one in Virginia in which BNA holds a majority interest.

In other BNA developments:

► Federal Mediation and Conciliation Director William E. Simkin, in response to a letter protesting what Monroe described as a threat by Walter Maggiolo, assistant director of the mediation service, to make public a union-security formula Maggiolo had suggested as a solution of the strike's chief issue, denied that Maggiolo had made such a threat.

► Local Representative Brian Flores, the Guild's chief negotiator, asked the company to supply the names, job classifications and salaries of all employees hired or transferred into the unit on or after May 9, the day the strike started, as well as information on any salary increases since then and data on classification changes.

► International unions canceling BNA subscriptions rose to 69, with those not previously reported including the Bookbinders, Carpenters, Steel Workers, Glass Bottle Blowers, Mine, Mill and Smelter Workers, Machinists, Brick and Clay Workers, Postal Clerks, National Postal Union and the National Association of Broadcast Employees and Technicians.

Mid-Atlantic Delegates Briefed On Convention

Asbury Park, N.J. — International Vice President Daniel A. McLaughlin and David S. Schick, administrative officer of the Philadelphia Guild, reported to the Middle Atlantic District Council here June 11 and 12 on matters slated to come before next month's ANG Convention.

Michael Casino, president of the Philadelphia Guild, urged support for a Philadelphia proposal to deduct ANG group life-insurance premiums from dues before calculating ANG per capita. The proposal was rejected last month by the International Executive Board.

The council voted contributions of \$250 to the New York Guild's strike against the World Journal Tribune and \$150 to the Washington-Baltimore Guild's strike against the Bureau of National Affairs.

► Two strikebreaking BNA employees filed a countersuit for 1.2 million dollars against Daniel T. Ingram, a member of the Guild's negotiating committee, accusing him of defamation of character and invasion of privacy in a strike bulletin reporting developments in Ingram's slander suit for \$300,000 against the pair.

The Guild sent out a renewed appeal for strike contributions this week, pointing out that the local must now pay strikers' medical and life insurance premiums following the discontinuation of payments by the company.

The local has reported receiving a total of \$4,295 in contributions, including the following:

POI District Council	\$50
Memphis Guild	50
Southern District Council	100
Canadian Wire Service Guild	50
Boston Guild	150
Philadelphia Guild	50
Cleveland Guild	50
Wilkes-Barre Guild	50
Seattle-Tacoma Guild	100
Columbus Guild	50
Wire Service Guild	50
Stockton Guild	25
Ottawa Guild	50
St. Louis Guild	100
Gary Guild	50
Los Angeles Guild	50
Denver Guild	100
Chicago Guild	50
San Francisco-Oakland Guild	25
Terre Haute Guild	25
San Diego Guild	30
Merkle Press Unit	60
Washington-Baltimore Local, Television & Radio Artists	100
Washington Building & Construction Trades Council	25
United Papermakers & Paperworkers Local 705	10
Amalgamated Transit Local 1131	10
Carpenters Local 1590	50
Broadcast Employees Local 31	50
Government Employees Lodge	12
Teachers Local 6	10

BNA Serves Up News Rehash

The Bureau of National Affairs is lifting much of its copy from labor publications — and copyrighting the pirated material — during the Guild's current strike, a Guild study shows.

In an analysis of BNA's Daily Labor Report, the Washington-Baltimore Local found that eight of 20 pages of the June 10 issue were lifted verbatim from union publications, four more pages came from a union-management report, and a 13th page was filled with "official text" from other sources.

And on June 3, the analysis revealed, BNA picked up a table run by the AFL-CIO News, complete with two original errors.

"Some people have no pride and no principle," the local commented, "but greed they have plenty."

Catholic-Paper Pact Lifts Pay By \$5-\$24

San Antonio, Tex.—Wage increases ranging from \$5 to \$24.62 have been won by the San Antonio Guild in a one-year contract at the Alamo Messenger, Roman Catholic archdiocesan publication.

The \$24.62 increase, retroactive to May 1, goes to the production manager, whose top minimum is increased to \$140. The top for production employees goes up \$18.08, to \$115, and that for advertising salesman rises \$6.92, to \$90.

Language from the Guild's Model Contract has been incorporated into clauses covering jurisdiction, automation, and military leave.

The automation clause provides for six months' notice to the Guild of new equipment, with its introduction dependent on agreement with the Guild on conditions, bans dismissals and requires retraining of displaced employees at the publisher's expense, with no salary reductions in their new jobs.

The contract also provides for two additional religious holidays in addition to the regular six, a fourth week's vacation after 14 years instead of 20, sick leave of up to six months instead of three and a week's severance pay for each six months of service instead of each 10 months.

Strike Is Voted In San Antonio

San Antonio, Tex.—Strike authorization has been voted with only four dissenting voices by Guild employees at the San Antonio Light.

The vote was taken June 7 after the unit rejected a company offer and told the bargaining committee to stiffen its position.

In addition to wage increases, the Guild is seeking pension improvements, a fourth week's vacation and a sixth holiday.

Open-Records Bill Passed By House

The Freedom of Information Bill, guaranteeing public access to all federal records but those involving national security, was passed by the House without a dissenting voice and sent to President Johnson this week.

The measure, strongly supported by the Guild during two legislative sessions, grants federal courts the power to order government agencies to disclose information.

ANG Staffers Will Lecture To Brazilians

ANG representatives will help conduct two seminars sponsored by the Inter-American Federation of Working Newspapermen's Organizations in Brazil in the next three weeks.

The first, lasting four days, will take place in Fortaleza starting June 27. ANG International Affairs Director Richard P. Davis and Alberto Schtirbu, Argentine secretary of the federation, will lecture on trade unionism.

Davis and Schtirbu will then travel to Caxias do Sul, where, with ANG International Affairs Representative John K. Sloan, they will conduct a two-week seminar starting July 4.

Saigon Story Circles Globe In 3 Tongues

A description of ANG's contribution to the International Federation of Journalists recently completed three-month training institute in Saigon is being distributed in three languages to members of newsmen's unions throughout the world.

The Guild Reporter's May 27 article "Saigon — Seminar Amid Shellfire," has been reproduced as a leaflet. Translations into Spanish and French are now under way, and more than 5,000 copies in all will be distributed by ANG's International Affairs Department.

Copies of the English version have been sent to members of the House and Senate Foreign Affairs Committees, the U.S. labor press and English-speaking newsmen's unions in other parts of the world.

Perlik Warns Locals Of Bonding Deadline

Guild locals and district councils that fulfill their bonding obligations by participating in the ANG bonding program have until June 30 to send in their applications.

ANG Secretary - Treasurer Charles A. Perlik, Jr., reminding treasurers of the deadline in a letter last week, said only 40 locals and councils have thus far applied.

Annual ANG Audit

Following is the annual report of ANG's financial standing and General Fund operations for the fiscal year ended April 30, as audited by Sidney S. Shulman & Co.:

Statement of Condition of General Fund, 4/30/66

ASSETS	
Cash in banks and on hand	\$128,434.47
Advances receivable	5,878.10
Loans receivable	15,900.95
Exchanges receivable	6,672.11
Deposits	1,650.00
Investments	100.00
Total Assets	\$158,644.63
LIABILITIES	
Exchanges payable	\$ 1,159.96
Payroll taxes payable	1,449.36
Total Liabilities	\$ 2,609.32
RESERVES	
For severance pay	\$ 95,623.42
For International Affairs activities	3,000.00
For convention	12,000.00
For Lowell Mellett Fund	23,329.19
Total Liabilities and Reserves	\$136,561.93
Surplus at End of Year	22,082.70
Total Liabilities, Reserves and Surplus	\$158,644.63

Statement of Condition of Defense Fund, 4/30/66

ASSETS	
Cash in checking account	\$ 50,462.85
Cash in savings accounts	453,951.45
A.T.A. Bond	500.00
Loans receivable:	
Washington-Baltimore Guild	20,000.00
Youngstown Guild	1,480.00
San Francisco-Oakland Guild	60,793.10
Scripps-Howard Investment Corp. stock	38,622.00
Canada Permanent Mortgage Corp. debentures	116,000.00
Total Assets	\$741,809.40

Income and Expense, General Fund, Year Ending 4/30/66

INCOME	
Membership income:	\$506,279.02
Per-capita taxes	17,838.64
Initiation fees	43,048.32
Reinstatement fees	4,836.99
Agency fees	15,383.56
Servicing salaries paid by locals	5,486.59
Servicing expenses paid by locals	4,532.90
Guild Reporter income	1,404.50
Research Department sales	12,916.80
Salaries paid by Defense Fund	7,348.20
Expenses paid by Defense Fund	1,524.12
Interest income	1,134.37
Canadian exchange	
Total Income for Year	\$579,486.22
EXPENSES	
Per-capita taxes	\$ 33,095.56
Organizing and servicing	174,849.64
Collective bargaining	43,048.32
Research and Information	26,879.15
Guild Reporter	70,223.99
Executives	38,671.37
Administrative expenses	102,062.41
Other expenses	92,453.83
Total Expenses for Year	\$582,284.27
Operating Deficit for Year	\$ 2,798.05

General Fund Budget and Expense, Year Ending 4/30/66

	Expended Year Ending 4/30/66	Budget Year Ending 4/30/66	(Over) Or Under Budget
1. Per-capita taxes	\$ 33,095.56	\$ 32,400.00	(\$ 695.56)
2. Organizing and Servicing	\$110,579.82	\$118,200.00	7,620.18
Salaries—Director and IRS	2,917.48	3,000.00	82.52
Secretarial	52,932.32	46,000.00	6,932.32
Expenses—Director and IRS	8,420.02	6,500.00	1,920.02
Miscellaneous organizing expenses	\$174,849.64	\$173,700.00	(\$ 1,149.64)
3. Collective Bargaining	\$ 13,900.00	\$ 13,780.00	(\$ 120.00)
Salaries—Director	11,024.00	11,024.00	—
Contracts Committee	2,917.48	3,000.00	82.52
Secretarial	8,658.00	8,658.00	—
Statistician	3,047.50	2,800.00	247.50
Pension consultant	3,501.34	4,000.00	498.66
Expenses—personnel	\$ 43,048.32	\$ 43,262.00	\$ 213.68
4. Research and Information	\$ 9,950.00	\$ 6,890.00	(\$ 60.00)
Salaries—Director	7,146.00	12,285.00	5,139.00
Assistants	2,917.48	3,000.00	82.52
Secretarial	641.69	500.00	141.69
Expenses—Director	2,390.42	250.00	2,140.42
Assistants			
Books and periodicals:			
Legal and bargaining services	390.89	500.00	109.11
Subscriptions	679.99	500.00	179.99
Other printed material	267.28	250.00	17.28
Publications and literature:			
Contracts Survey	861.95	1,600.00	738.05
Organizing literature	1,545.00	1,500.00	45.00
ANG Manual	1,766.71	2,000.00	233.29
Miscellaneous Expenses	35.28	200.00	164.72
Training conferences	1,286.46	1,000.00	286.46
	\$ 26,879.15	\$ 30,475.00	\$ 3,595.85
5. Guild Reporter	\$ 6,950.00	\$ 6,890.00	(\$ 60.00)
Salaries—Editor	14,966.00	14,848.00	120.00
Assistants	2,593.37	2,600.00	6.63
Clerical	294.41	150.00	144.41
Expenses—Editor	820.85	500.00	320.85
Assistants	32,493.77	31,500.00	993.77
Printing and mailing	7,453.08	7,000.00	453.08
Postage	2,640.48	2,100.00	540.48
Addressing	1,552.46	2,000.00	447.54
Pictures and special material	459.57	500.00	40.43
Miscellaneous			
	\$ 70,223.99	\$ 68,086.00	(\$ 2,137.99)
6. Executives	\$ 31,434.00	\$ 31,434.00	—
Officers—Salaries	8,237.37	7,500.00	(\$ 737.37)
Expenses	\$ 39,671.37	\$ 38,934.00	(\$ 737.37)
7. Administrative Expenses	\$ 9,594.00	\$ 9,594.00	—
Salaries—Office manager	8,784.96	9,000.00	215.04
Secretarial	11,038.71	10,750.00	288.71
Bookkeeping	2,888.50	2,800.00	88.50
General clerical	18,600.00	19,500.00	900.00
Rent and maintenance	5,035.88	6,000.00	964.12
Stationery and supplies	1,129.51	750.00	379.51
Equipment	13,940.79	9,000.00	4,940.79
Telephone and telegraph	387.71	500.00	112.29
Repairs and improvements	3,788.83	4,500.00	711.17
Postage	2,600.00	2,600.00	—
Auditing	4,191.69	1,500.00	2,691.69
Insurance and bonding	10,310.83	11,000.00	689.17
Employees' pensions	8,680.85	8,000.00	680.85
Employees' health and welfare	1,090.15	1,250.00	159.85
Miscellaneous expenses	\$102,062.41	\$ 96,544.00	(\$ 5,518.41)
8. Other Expenses	\$ 9,530.17	\$ 11,500.00	\$ 1,969.83
Legal fees	6,222.80	6,500.00	277.20
Payroll and other taxes	2,780.69	2,000.00	780.69
Contributions and tickets	1,000.00	1,000.00	—
Broun Award	7,404.82	750.00	6,654.82
Delegates and committees	4,566.71	3,000.00	1,566.71
IEB meetings	17,783.08	17,000.00	783.08
Severance-pay provision	11,958.55	12,000.00	41.45
Convention reserve	12,000.00	12,000.00	—
Convention expense above reserve	12,060.58	8,000.00	4,060.58
Moving expense	1,128.75	1,000.00	128.75
AFL-CIO and IUD conventions	3,666.68	2,500.00	1,166.68
IFJ and IAFWNO convention	376.00	—	376.00
Guild Service Award	1,975.00	2,000.00	25.00
Totals	\$582,284.27	\$562,651.00	(\$ 19,633.27)

AMONG



OURSELVES



Former ANG Executive Vice President **Ralph B. Novak** has been elected president of the Michigan Credit Union League's board of directors.



Novak, who held the Guild's top full-time post from 1951 to 1955, has been treasurer-manager of the league, a position he will continue to hold.

In addition to serving as executive vice president, Novak previously was ANG secretary-treasurer from 1947 to 1951, an ANG international vice-president and president of the Detroit Guild.

Robert I. Queen, currently co-

ordinator of the New York Guild's

emergency placement service for

casualties of the World Journal

Tribune merger, has been cited

by the New York City Police De-

partment for blocking the escape

of two holdup men. Queen drove

his car in front of a vehicle from which the bandits had just ejected two persons. Pretending to be a police officer, he held them until a patrolman arrived to make the arrest.

AWARD WINNERS: The Toronto Men's Press Club's annual national newspaper awards to **Warren Gerard** of the Toronto Globe & Mail, for spot-news reporting; **Arnie Myers** of the Vancouver Sun, feature writing; **Ken Oakes** of the Sun, feature photography, and **Bob Pennington** of the Toronto Telegram, sports writing.

The National Press Photographers Association's annual awards to **Roddy Mims** of United Press International, general news, and **Morris Berman** of the Pittsburgh Post-Gazette, sports. . . . The White House News Photographers Association's annual awards to **Frank Cancellare** of United Press International, in the presidential class; **Robert Schutz** of Associated Press, spot news, and **George Tames** of the New York Times, feature class.

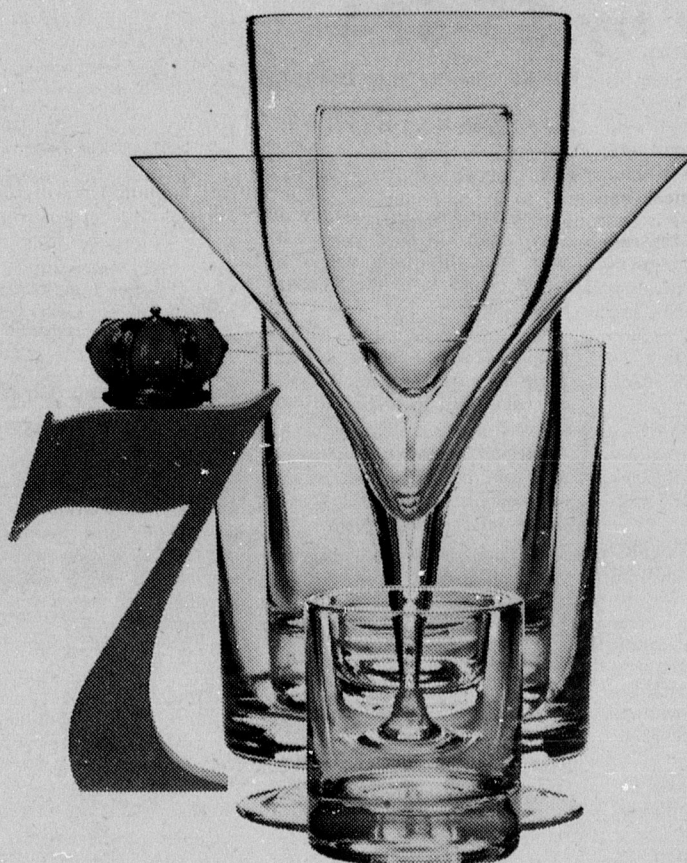
Second place in the first annual Sigma Delta Chi Foundation writing award contest to **Alan Pritchard**, Sacramento Bee copyreader, for an article on press responsibility. . . . A Columbia University School of Journalism Mike Berger Award for distinguished reporting to **Robert M. Lipsyte** of the New York Times. . . . The annual Albert Lasker medical-journalism award in the magazine field to **Gerald Astor**, senior editor of Look, for an article on strokes.

A second-place Edward J. Meehan Conservation Award to **Betty Klaric** of the Cleveland Press, and third-place awards to **William Logan** of the Rocky Mountain News, **Leonard Hall** of the St. Louis Globe-Democrat and **Barnett Fowler** of the Albany Times-Union. . . . A first-place Grenville Clark Editorial Page Award to **Harry Lyons** of the Honolulu Advertiser in the cartoon field; a second-place award to **Meliton Luna** of the Metro-East Journal, for an editorial, and a third-place cartoon award to **Bert Whitman** of the Stockton Record.

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These are the glasses
that held the drinks
that pleased the tastes
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Out of the goodness of their hearts? No.
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Seagram's 7 Crown - The Sure One

\$200 Wage Rate 'Not Unrealistic,' Says Newspaper Personnel Boss

A \$200-a-week wage for reporters was endorsed last month by a top newspaper industrial-relations executive.

Edward F. Maher, industrial-relations director for the Toledo Blade and Times, told the Newspaper Personnel Relations Association's annual conference in Denver that both the industry's starting and step-up wage rates are low in comparison with those of competing fields.

"I sincerely believe that \$200 a week for a highly skilled, well-educated reporter is not unrealistic," he declared.

Wages must be high enough to "offer sufficient inducement to newspaper personnel to stay with their paper and advance," Maher said, noting that editorials and advertising salary increases have been averaging only 3.3 percent in recent years.

James H. Parton of the South Bay Daily Breeze in Torrance, Calif., had suggested an average 4-percent annual wage increase as a theoretical norm.

James Sauter, a vice president of Booth Newspapers, Inc., reported that the chain has established a starting salary of \$125 to attract new recruits, with a 10-percent increase following completion of a 12-month training program.

And Norman E. Isaacs, vice president of the Louisville Courier-Journal and Times, said his papers have had to pay starting reporters \$120. Personnel men, he said, should "build a fire under editors and publishers to pay realistic wages."

Beginners on suburban papers are now receiving up to \$110 a week, according to a survey by the Suburban Press Foundation of Chicago. Experienced reporters,

No Contract, No Workers?

Denver, Colo.—A Guild contract can apparently be a pretty comforting thing to a personnel manager as well as the hired hands.

James H. Parton told a Newspaper Personnel Relations Association conference last month that he had never had any problems keeping salaries high enough to attract job applicants because he had always dealt with Guild contracts and minimums.

That was on the San Diego Union and Tribune. But now Parton is personnel manager for the South Bay Daily Breeze, which has been bitterly resisting Guild organization, and he told the association that he finds it necessary to give "periodic general increases of varying size" to remain competitive.

It found, are receiving up to \$135 a week.

On the other hand, it added, "salaries of \$250 and \$300 weekly, unheard of top figures a few years ago, today are not uncommon for managing or executive editors."

Newspapers are experiencing increasing difficulty in recruiting college journalism graduates, according to the Newspaper Fund's annual report, with salaries apparently the key factor.

A majority of 1965 graduates didn't enter any of the mass media, the fund reported, and only one out of five took newspaper jobs.

While the percentage working on daily newspapers declined

from 19 percent to 17, the percentage entering advertising and public relations increased. Advertising-agency salaries, at \$102.09, were 7 percent higher than newsroom salaries, and public-relations salaries were highest of all—\$105.63.

Citing the survey at the American Society of Newspaper Editors' May convention in Montreal, Frank Eyerly, managing editor of the Des Moines Register and Tribune, said one of the prime requisites for keeping newsroom jobs filled is to pay starting reporters "enough to learn" and to "advance them adequately to keep them in the journalism field."

A joint survey by the ASNE and the Newspaper Personnel Relations Association disclosed that many papers are paying higher salaries to entice recruits than they are paying established members of the staff.

A total of 41 percent of larger papers surveyed reported that they have resorted to this expedient, 4.4 percent consistently and another 7.3 frequently.

Pennsylvania State University's School of Journalism reports that jobs in the \$110 range are being bypassed by graduates. In one case, even a \$142 offer for a copyreader failed to attract any Penn State applicants.



convention Meeting, July 22, Sheraton-Park Hotel, Washington.
Annual Meeting, July 24, Sheraton-Park Hotel, Washington.
Thirty-third Annual ANG Convention, July 25-29, Sheraton-Park Hotel, Washington.

Local Copy

A PAGE FOR OFFICERS AND STEWARDS

New Bargaining Aids Mustered By ANG

ANG's Collective Bargaining Department has launched a program designed to help locals avoid pitfalls in contract negotiations and share in the growing wage "breakthrough" under way in Guild bargaining.

The first installment in a series of bargaining - information packets was dispatched to Guild locals late last month. Collective Bargaining Director J. William Blatz said more material is in production.

The material, which includes payroll information, newspaper-profit data, compilations of increases in various Guild minimums since 1950 and comparisons of these increases with those won by the mechanical unions, will also be sent to locals as their contracts approach renewal.

"If the money 'breakthrough' in Guild bargaining is not only to continue but to spread to all Guild bargaining units, medium and small as well as large," Blatz said in sending the first packet to locals, "even greater emphasis must be placed on building the determination of Guild members by making available to them current, relevant information."

"For, in the final analysis, our settlements will be only as good as the membership wills."

The initial packet includes a review of Scripps-Howard Investment Co. profits, tables tracing the increases in top minimums for reporters, district managers, display salesmen, and inside and



Scheffy in the Wall Street Journal
"It says, 'If you can read this, the contract will have to be renegotiated'."

outside classified solicitors, and tables comparing these increases with increases for printers, stereotypers, pressmen and photoengravers in the same plants.

It also includes payroll data for the Elizabeth Journal, Hazelton Standard-Speaker, Knoxville News-Sentinel, Lynn Daily Item, Memphis Commercial Appeal and Press-Scimitar, Norfolk Virginian-Pilot, Pawtucket Times, Providence Journal and Bulletin, St. Paul Dispatch and Pioneer Press, Seattle Post-Intelligencer and Times, and York Dispatch.

The Disappearing Paycheck

Career Girl Finds \$100 Ain't What It Used To Be

By CHARLENE PROST
St. Louis Guild

THAT BEAUTIFUL first paycheck often seems a passport to complete freedom for the fledgling career girl. It represents the key to the first apartment, closets full of new clothes and a refrigerator so stuffed with gourmet foods that the back is invisible when the happy owner peers in.

But that paycheck can lead to quick financial disaster unless she is thoroughly familiar with the shattering cost of 1966 living. As a former Floridian newly come to St. Louis, I am right in the middle of my own investigation, which may change my whole way of life.

First of all, I found that the average college graduate who receives \$100 a week does not take this amount home. Minimum deductions include 71 cents for state tax, \$1 for city tax and \$4.20 social security. If the girl claims herself as a dependent, \$12.60 goes into federal withholding tax each week. In addition, she will owe the government \$52.40 when she files her annual income tax forms, unless she can find an unusual amount of authorized deductions such as high medical expenses. Her take-home pay is about \$81.49 a week.

Average apartment prices in a reasonably respectable city neighborhood are about \$80 a month for a one-room unfurnished efficiency—\$90 if it is furnished. You will spend around \$100 a month for an unfurnished one-bedroom apartment—\$120 if it is furnished. Some suburban prices are lower. In Belleville, for instance, unfurnished studio apartments average \$55 a month, furnished, \$65. An unfurnished bedroom flat is \$75 and a furnished bedroom \$80.

THESE PRICES do not include utilities. A single girl who maintains an average-sized apartment can expect an initial deposit of from \$15 to \$25, then about \$10 a month for heating and cook-

This article is reprinted from the St. Louis Post-Dispatch, where Charlene Prost, a 1964 University of Missouri graduate, began work last December at a salary of \$112.75, somewhat above the \$100 figure on which the story is constructed.

ing. An air conditioner will run utility costs up about \$10 a month extra during the hot time of year.

There are monthly telephone bills, as well as a deposit of about \$25 for a new customer. (This is returned plus interest when you have established credit.) Installation costs about \$6; a private line runs \$7 a month.

Transportation costs will loom large in your budget. If you drive a car 10 miles to work each day, gasoline will cost about \$125 a year. Depreciation, insurance and general upkeep for the car



Kelly in the Wall Street Journal
"Good news, Bentley! Your raise covers the new deductions!"

will cost about \$500 annually in addition. One-way bus fares are based on 30 cents plus five cents for each zone you travel through. If you live in Belleville, for example, you will spend almost a dollar a day to travel to and from work in downtown St. Louis.

Other costs must also be faced. One pack of cigarettes a day adds up to \$127.75 a year. You may well have \$100 worth of dental and medical bills a year, another \$100 for personal grooming.

SUPPOSE the young woman rents a furnished apartment for \$100 a month. An itemized list of yearly living costs for the average girl with a car looks like this:

- \$500 for automobile upkeep, including depreciation.
- \$125 gasoline bill for travel to and from work.
- \$180 to park her car; many companies do not provide parking facilities.
- \$100 medical and dental expenses.
- \$100 for grooming.
- \$1,200 rent.
- \$720 for food. This includes a \$7-a-week grocery bill—\$8 a week for eating in restaurants.
- \$50 cleaning bills.
- \$127 for cigarettes.
- \$250 utility and telephone bill.
- \$250 for entertainment and transportation.
- \$250 for updating the wardrobe.

If she brings home \$81.49 weekly, it totals \$4,237.48. This budget adds up to \$3,852.

Take \$3,852 from \$4,237.48 and she has \$385.48 to spend on such luxuries as laundry (a minimum of 35 cents a week totals \$18.20 for the year), record albums, Christmas and other gifts, health insurance, union dues, savings, charity and church contributions.

I have noticed many office workers carrying their lunch to work in paper bags. Now I know why.

Editorial

Common Cause

The Washington-Baltimore Guild's strike against the Bureau of National Affairs has provided a forceful reminder of the mutual dependence in which the labor movement exists.

The Guild has often called for—and received—help from other unions, even outside the printing trades, on the picket line. But seldom has the active support of the entire labor movement been so important to the success of a strike as at BNA.

Management, summoning the aid of a strange assortment of moonlighting strikebreakers from government agencies and local colleges, has been able to continue producing its portfolio of labor-management and other reporting services. But where have all the buyers gone?

Onto the picket line, figuratively speaking, an estimated 25 to 40 percent of them. Responding to ANG's appeal, some 70 international unions and countless locals, central and district councils, staff members and union attorneys have canceled their subscriptions to BNA publications, cutting deeply into the company's annual six-million-dollar business.

The boycott, based on labor's refusal to buy a product made by those so lacking in decency as to steal the jobs of others, has become the Guild's main hope of winning its strike for union security.

Thus, Guild members, after a 17-year collective-bargaining relationship at BNA, find themselves in the same position as newly organized migrant workers in the vineyards of California, who brought one major grower to the bargaining table with a nationwide boycott and are now boycotting the second biggest grower, the DiGiorgio Corp.

It is a position both hold in common with workers mounting a "don't-buy" campaign against books printed at the struck Kingsport Press plant in Tennessee, and with thousands of other union members whose main weapon against an unprincipled management has been the indignation of fellow union members across the nation.

The point is worth keeping in mind the next time you may be tempted to take a can bearing DiGiorgio's S&W label off a supermarket shelf or to succumb to a salesman's pitch for the Kingsport-produced Encyclopaedia Britannica.

Think twice.

The job you save may be your own.

The Wavy Guideline

Anyone for wage guidelines?

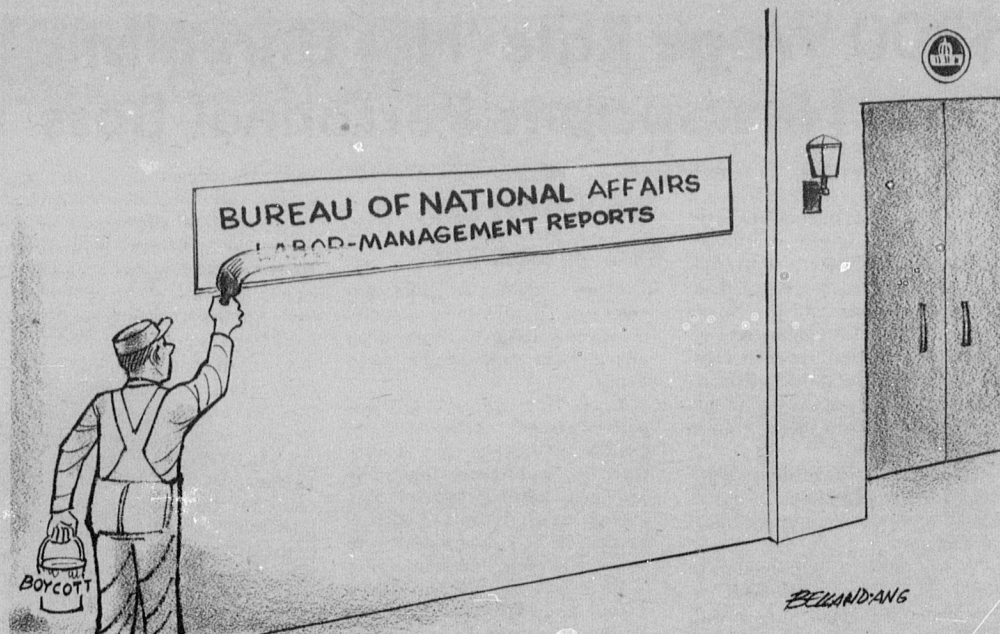
Not D. C. Burnham, president of the Westinghouse Electric Co. The President's Council of Economic Advisers wants to limit pay increases to 3.2 percent annually, but Burnham's salary rose 22.3 percent last year—from \$248,066 to \$313,390.

Not O. N. Miller, president of the Standard Oil Co. His salary rose 9.3 percent—from \$185,684 to \$203,035.

Not Jacob E. Davis, president of the Kroger Co. His salary rose 27.8 percent—from \$125,532 to \$160,522.

Nor Barry T. Leithead, president of Cluett, Peabody & Co. His salary rose 8.2 percent—from \$277,000 to \$300,000.

Wage guidelines? They're for the guy in the shop.



DATELINE: WASHINGTON

Johnson Gropes For Format To Meet The Press

By WILLARD SHELTON, Washington Guild



President Johnson has never been able, during his more than 2½ years in office, to find a formula for news conferences that (a) meets his own needs and (b) meets the needs of the various media pressing in upon him. His latest experiment was a double-header—he talked to writing reporters first and then moved to the cameras, with a reporter from each of the networks allowed to ask him exactly one (1) question that had already been asked and answered in the first session.

It is unlikely that this somewhat unwieldy machinery will prove very satisfactory to anyone.

It should be stated, in fairness to the President, that he simply doesn't like to have the television cameras boring in upon him when he is in the process of a news conference. Since it is his press conference—and nobody else's—this preference can obviously be decisive.

The cameras came in, it will be remembered, with former President Eisenhower. But those cameras were not TV cameras, sending out their signals live, but newsreel gadgets.

President Kennedy was the only chief executive who conducted his press conferences unrehearsed, with live TV cameras in the room, and he obviously enjoyed it. He had total confidence in his capacity to avoid a damaging slip of the tongue, a blurted and unwise phrase affecting our foreign relations.

The size of the press-corps audience was marvelously augmented when everybody realized that he had a chance to be on national network TV, to announce his name preceding a question, to

flaunt his familiarity with the President.

As for Johnson, the manner in which he prefers to operate his press conferences—and he has had many more than Kennedy—is part of his character, and reporters are going to have to learn to live with the preference.

He is, after all, the first President since Franklin D. Roosevelt to invite reporters into his oval office and thus maintain a somewhat informal atmosphere for the sessions.

This observer cannot speak for others, but I get a sneaking enjoyment from the fact that the sessions are generally in the oval office. (No doubt this reflects nostalgia for lost youth, because that's the way Roosevelt used to do it.) But there is a certain advantage in being on the same level with the President rather than being separated into an audience-type group, with the chief executive up on a stage complete with podium.

Some of President Johnson's press techniques seem less admirable, particularly the suddenly called quickie with no one present but the White House regulars.

When he takes a group of reporters for a fast-paced tour of the White House south lawn, stating that this and that must be off the record, chaos ensues. The reporters are compelled to jockey for position at his side, they miss phrases, they must reconstruct from notes, and the whole thing is messy.

So far as this observer can tell, the President prefers contacts with the press through private sessions—and there is nothing wrong with these private sessions.

Every President, dating back at least to Theodore Roosevelt, has treated some correspondents as favorites. Kennedy, according to Theodore Sorenson, used private sessions to put out some outrageous trial balloon. To the best of my knowledge, Johnson has not indulged in this somewhat dirty trick.

The press conference serves any chief executive who uses it wisely as something parallel to the question period in the British House of Commons. He learns from the questions asked—if they are any good—what is on the people's minds.

It is true, however, that President Johnson has not found a format in which he feels at ease. It is also true that he fights the cameras.

These are facts with which Washington reporters simply have to live for the time being, and the suffering cannot be overwhelming.

No doubt the President will eventually find a format that suits him about as much as anything could. The two daily briefings in the press office offer a chance for questions. They are not a substitute for a Presidential appearance, but one assumes that the press officers are not unaware of this fact.

4 Hawaii Unions Vote Joint Strike

Honolulu, Hawaii—Members of the Hawaii Guild and three other unions bargaining jointly with the Honolulu Star-Bulletin and Advertiser have voted to strike unless satisfactory contracts can be negotiated to replace those that expired May 31.

The Federal Mediation and Conciliation Service entered bargaining May 31, and a representative of Hawaii Gov. John A. Burns entered the talks June 3.

The papers have made but a single proposal—for from \$3.50 to \$5.50 a week in each of three years. Unions that have voted to strike, in addition to the Guild, are the Pressmen, Photoengravers and Machinists. The Typographical and Longshoremen's unions will vote June 26.

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

Vol. XXXIII, No. 13

June 24, 1966

American Newspaper Guild

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Two Weekly Strings Forged Into Gannett-Paper Chain

The rapidly growing Gannett chain has bought two new strings of weekly papers in New Jersey and Virginia.

Southern New Jersey Newspapers, Inc., a Gannett subsidiary, purchased a group of 10 papers from the Suburban Newspaper Group, Inc., of Cherry Hill. The 10 weeklies have a combined circulation of 80,000 in two

counties in the Camden area.

And in Virginia, Gannett teamed with the Rockingham Publishing Co., headed by Sen. Harry F. Byrd, Jr., to buy a group of eight weeklies in Fairfax County from the Free Press Publishing Co.

Newsweek has reported that the papers may be combined into a new daily.