Up To $21.50 Won In One-Year Boston Pact

THE GUILD REPORTER

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

Vol. XXXIII, No. 22 Washington, D.C. Nov. 11, 1966

Boston, Mass. — Increases of up to $21.50 in minimums have been won at the Boston Record-American and Advertiser in a one-year contract ratified this week. The ad-salesman top will go up $13.75, to $180.

The settlement provides for general increases ranging from $5 to $10 in two steps, the first effective Oct. 31 and the second next May 1. But top minimums will go up a good deal more in many cases.

The largest increase will go to the head advertising statistician, whose flat minimum is increased $5 the first step and $16.50 the second, to $185.

The top for country circulators will be increased a total of $16.50, to $175; the flat minimum for assistant chief accountant by $16.50, to $180; that for head of advertising art by $16, to $195; the top for outside classified solicitors by $15.25, to $160, and that for advertising artists by $11, to $170.

The top for circulation district supervisors will go up by $10.75, to $135; that for roadmen by $9.75, to $150; that for day telephone operators by $8.75, to $116, that for inside classified solicitors by $8.50, to $118.75, and that for elevator operators by $8.25, to $112.50.

Employes earning $155 and over will receive two $5 increases; those earning from $140 to $154.99 will get two $4.50 raises; those from $120 to $139.99, two $4 raises; those from $100 to $119.99, two $3.50 raises; those from $80 to $99.99 two $3 raises, and those under $80, two $2.50 raises.

The settlement also increases the maximum severance pay from 60 weeks to 62 for retiring employes and reduces the age requirement from 65 to 62.

The work week for circulators is reduced from 45 hours to 40.

A guarantee of four hours' work at time and a half for employes called to work on their day off has been increased to a full day's pay.

The contract term is for 14 months, but this includes two months of the old contract period.

The N.Y. Strike: Who Wanted It?

By DAVID J. EISEN
Associate Editor

"World Journal Tribune publishers outsmart unions. Close down three papers at end of Easter season. Let workers starve for 141 days through summer. Publish new paper in time for Christmas retail advertising."

That was the verdict of the Gallagher Report, a weekly newsletter published for media, advertising and marketing executives, on responsibility for the strange 4½-month New York shutdown in which a newspaper its new owners didn't want in the first place went into the discard.

The conclusion is perceptive, except for one thing.

The publishers didn't outsmart the unions.

They gave them no choice.

Seldom in the history of the newspaper industry has there been a strike so clearly precipitated by management and so clearly serving its purposes. To characterize it as a lockout—as the Gallagher Report comes close to doing—would be an accurate description in all but its outward form.

The publishers set the date for its start—April 24, the day they suspended publication of their old papers. It was two weeks after Easter.

And they fixed the date for its end—Sept. 12—settling a 2½-month dispute with the Pressmen 11 days after announcing suspension of the Herald Tribune, a step they had blamed largely on the stalemate in Pressmen's negotiations. It was one week after Labor Day, the unofficial close of summer.

In the interim, the newspaper that two of its three owners had sought to erase before the strike had disappeared and the losses of publishing during the slack summer months had been saved.

The World Journal's publishers blamed the newspaper unions for the Tribune's death. Former Tribune owner John Hay Whitney cited the difficulty of continuing in view of the departure of most of the staff after the start of the strike.

Hardly anyone pointed out that the Tribune's demise, if this were the reason, was in the nature of a self-fulfilling prophecy. The staff had left because from the beginning operational cutbacks and published statements by representatives of the merged papers had made it clear the Tribune was a sinking ship—with its owners opening the seacocks.

Stories published after the New York merger disclosed that Hearst and Scripps-Howard had sought to scuttle the Tribune in an earlier round of negotiations before the one that led to the merger.

Last March, before the strike, Frank Porter, writing in the Washington Post, reported that Hearst and Scripps "had been anxious to close down the Herald Tribune . . . and put all their resources into a big afternoon paper." The New York Times's A. H. Raskin reported the same attempt in the Saturday Review a short time later.

Murray Schumach of the Times later reported that an earlier series of merger talks had foundered because of Scripps-Hearst insistence on closing the Tribune and that the two chains later gave in only when they "became alarmed lest the Herald Tribune become an afternoon paper and a dangerous competitor in the evening field."

The pattern of publisher intentions appears clearly in the following chronology of what transpired afterward:

MARCH

Merger of the three papers into a combine that will publish a merged evening paper, continue the morning Tribune and produce a merged Sunday paper is announced. Tribune owner Whitney is given two-year veto power over any decision to close the paper.

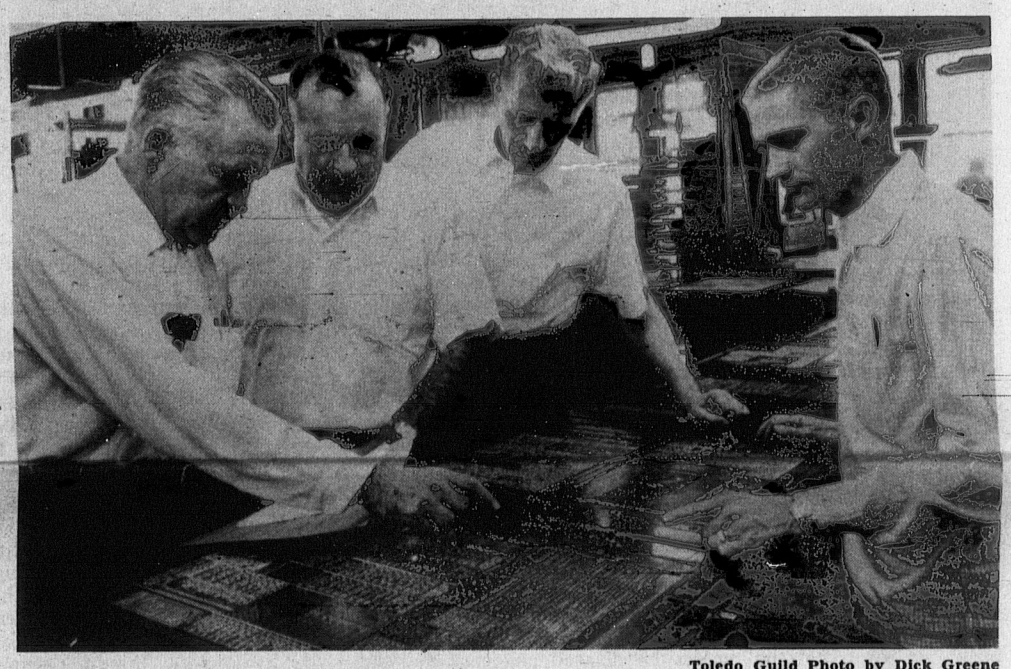
APRIL

World Journal refuses to grant seniority in merger dismissals, in violation of Guild contracts, or to permit voluntary resignations, proposing to keep employes hired only weeks before the merger in preference to employes with 20 or 30 years' service, and it rejects mediator Theodore W. Kheel's proposal for settlement of its dispute over severance pay with the printers—both, according to Raskin, at the insistence of the Tribune.

Typographical Union President Bertram A. Powers

(Continued on Page 2)

Strike Paper Rolls Off Toledo Presses



Toledo Guild Photo by Dick Greene

ON THE RECORD: First edition of the Toledo Record, the Toledo newspaper unions' strike paper, is prepared by, left to right, Editor Lewie Little, Advertising Manager James Richardson, a former Toledo Guild president; Leonard Rossman, and Ethan Remley.

Toledo, Ohio — The Toledo Record, an interim daily published by the Guild and other newspaper unions to replace the struck Toledo Blade and Times, found a warm welcome on its debut this week. Prepublication home-delivery subscriptions totaled more than 70,000.

The paper, published in a leased printing plant augmented by equipment borrowed from the Toledo Typographical Union's training center, printed 88,000 copies of its first 12-page issue Nov. 9. Circulation increased to 94,000 the second day, 75,000 home-delivered.

Printers and Guildsmen, who struck the Blade and Times Oct. 24 and 25, respectively, last week were joined on the picket line by the Stereotypers, who voted to strike Oct. 31.

The nonstriking Pressmen, Paper Handlers and International Mailers also began picketing last week, protesting that the papers had locked out their members.

A meeting between the printers and the company Nov. 7, the first since the strike began, ended after 10 minutes when the company refused to bargain until what it described as "picket-line activities" had been cleared up.

The company had initially refused to meet with the striking unions until maintenance employes, who are honoring the picket line, were issued passes to maintain equipment.

The only bargaining sessions since the strike began were Nov. 7 with the Mailers, who reported no progress, and Nov. 9 with the Stereotypers, who rejected an offer of $15 over 31 months. The only bargaining scheduled is another session with the Stereotypers Nov. 23.

The Guild has filed an unfair-labor-practice charge accusing the company of refusing to provide adequate payroll information for

(Continued on Page 6)

And Inside . . .

Toronto Picket-Line Honorers Get Severance Pay . . P. 2
Twin Cities Hearing Set For February . . . . . P. 3
Conciliators Flay UPI . . P. 3
IEB Votes $2,000 to Ontario Injunction Fight . . . . P. 4
Marlow Named Broun Award Chairman . . . . . P. 4

That Golden Press

Scripps Strikes Pay Dirt At Albuquerque Tribune

In the 16th Century the Spanish conquistadors went to New Mexico in search of gold.

"Four centuries later Scripps-Howard has discovered a real mother lode in the city of Albuquerque," observes J. William Blatz, ANG's director of collective bargaining. "They call it the Tribune."

The Tribune's Class B Common stock has had greater rate of return over the past 25 years than that of any other paper in which the Scripps-Howard Investment Co. has holdings, according to a study of its value and dividend record by ANG's Collective Bargaining Department.

The stock has:

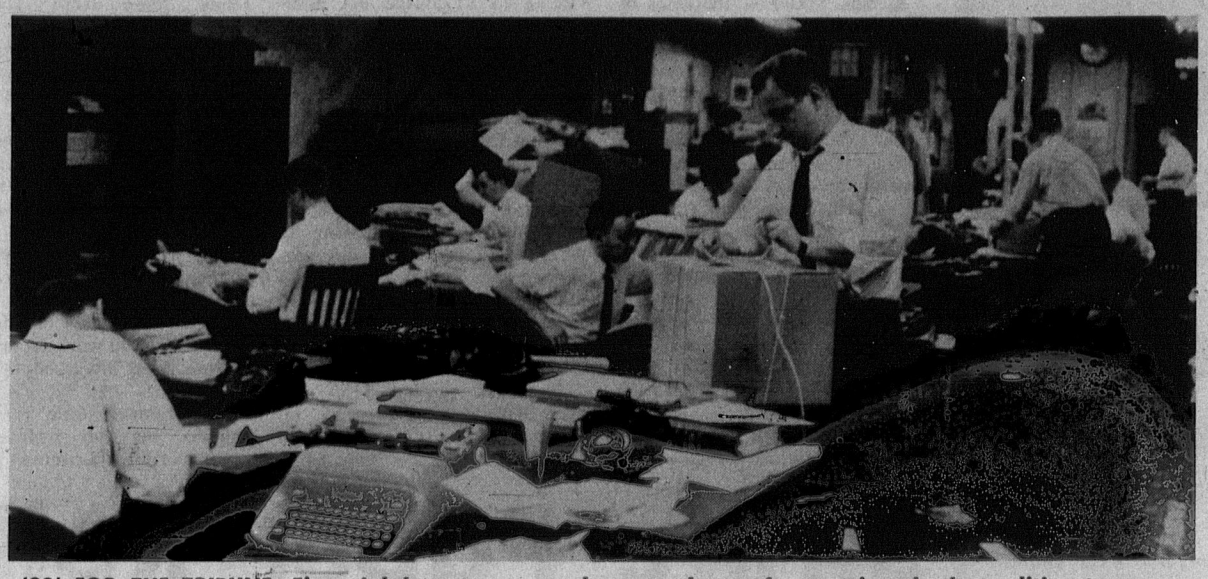
► Paid dividends adding up to nearly 28½ times its $210,336 cost in 1941—a total of $5,981,400.

► Increased in value more than 50 times the cost—to $10,800,000.

► Netted 25-year stockholders a total benefit (dividends plus increased value) nearly 79 times their investment.

The Scripps-Howard Investment Co., a holding company, owns 19 percent of the Tribune's

(Continued on Page 6)



'30' FOR THE TRIBUNE: Financial-department employes pack up after putting the last edition to press.

Who Wanted The N.Y. Strike?

(Continued from Page 1)

says he can "only assume that the publishers are being deliberate in provoking the situation."

(Raskin wrote later that Tribune Publisher Walter N. Thayer "had long been an exponent of the view that all the city's publishers were letting themselves be pushed around by Mr. Powers and that it was time to demonstrate that they knew how to fight.")

The World Journal on April 11 announces an April 25 target date for publication of the merged papers although the newspaper unions have announced their members will not work for the merged papers without agreement on merger terms. Thomas J. Murphy, executive vice president of the Guild, protests the date as leaving "an unreasonably short time" to settle the World Journal's contract with the Guild."

The World Journal on April 17, lacking agreement with a single union, lays down an ultimatum that the Tribune, Journal-American and World-Telegram will publish as merged papers April 25 or "we will publish no papers at all."

World Journal Publisher Matt Meyer announces that if the Times and Daily News do not suspend publication in the event of a strike against the merged papers, "a hard decision would have to be made as to whether to put the Herald Tribune back in publication." Thayer makes an almost identical statement.

The World Journal rejects Mayor John V. Lindsay's proposal that the merger be delayed and that the old papers continue to be published while negotiations continue.

The Guild, still without a contract, begins its strike April 24, and the publishers start dismantling the Tribune and Journal-American plants the same day, a Sunday.

The Times and News do not shut down, and Meyer discloses that the World Journal has not asked them to, stating that it would be "a mistake" to black out the city "without seeing further developments." The Times and News refuse to take advantage of the Tribune's position, however, by limiting their press runs.

MAY

Negotiations continue, but at a pace that later prompts the Guild to say that for eight weeks after the strike began "there were no negotiations." Management representatives show up for meetings four and five hours late.

The Gallagher Report predicts that the Tribune will never resume publication, a forecast later seconded by commentator Drew Pearson.

The Wall Street Journal reports that members of the Tribune's Washington staff are being advised by management to seek jobs elsewhere. They and others begin to leave. Newsweek reports that Tribune columnist Jimmy Breslin has a contract insuring his employment by the evening paper if the Tribune is suspended—eventualities that both later materialize.

Meyer denies reports that the World Journal is not anxious to publish until the slack summer months are over but says the shutdown "will have some value" in that it will "enhance the impression of completely new newspapers when we do publish."

The company settles with the printers on terms Raskin later notes are almost the same as those it rejected before the strike.

JUNE

The World Journal settles with the Guild, agreeing to both voluntary resignations and dismissals according to seniority, the two proposals it had rejected before the strike.

The Tribune announces that its syndicated news service will not be resumed after the strike and sells its share of the Publishers Newspaper Syndicate to Field Enterprises Inc.

JULY

The publishers announce a new deadlock with the Pressmen. Meyer declares the company cannot "really negotiate" with the union as long as it keeps demands for a reduced Saturday-night shift and uniform starting times on the table. The union charges the company is denying it protection granted to other unions and is attempting to modify past practices.

The company breaks off talks with the Pressmen after the union rejects a fact-finding proposal similar to one rejected by the unions at the start of the strike. A publisher spokesman says the company is "re-evaluating its position."

Pressmen's President William J. Kennedy says the two sides were "within five minutes of a settlement" July 16 "before the publishers went for dinner" and challenges the company to make public its final offer to show just how close they were. The company does not do so.

Kennedy accuses the publishers of delaying a settlement because it does not want to publish during the summer months, "when advertising revenue is down." The Gallagher Report agrees that the company is stalling until the end of August because there are "not enough advertising dollars around to motivate settlement." Pearson, forecasting the Tribune's demise, also predicts that the World Journal will not begin publication until after Labor Day.

AUGUST

The Tribune sells a 45-percent share in its Paris edition to the Washington Post amid reports that the Post has an option to buy the remaining share.

Four weeks after breaking off negotiations with the Pressmen, the World Journal announces discontinuance of the Tribune, saying the strike has made it impossible to continue it. Meyer, who had repeatedly denied plans were afoot to drop the Tribune, becomes entangled in his own statements when he first denies that a final decision to suspend had been made before the Monday it was announced, then tells Editor & Publisher that an advance story on the suspension in the Times had made it impossible to reverse the decision that hadn't been made.

(Raskin wrote that a strange change of roles had occurred inside the World Journal hierarchy after the merger, with Scripps and Hearst waxing enthusiastic about the Tribune's possibilities and Whitney growing cool. But Breslin, writing in Life magazine, reported that the memorandum recommending suspension of the Tribune was drafted by Meyer, a World Journal executive by way of Scripps-Howard.)

The agreement with the Pressmen that had eluded bargainers for 10 weeks is reached 11 days after the Tribune's suspension, with the company conceding a half-hour reduction in the Saturday-night shift—the issue that Meyer had said two months earlier made it impossible to "really negotiate."

Meyer, in countering other unions' arguments for a similar reduction, points out that the company's original proposal would have required the Pressmen to work a quarter of an hour more than they had at the old Journal-American and World-Telegram.

SEPTEMBER

Six months after the merger announcement, the presses begin to roll, with the Herald Tribune closed down and all of the combine's resources concentrated in "a big afternoon paper"—after all.

34 In Toronto Get Severance In ITU Strike

Toronto, Ont. — Thirty-four Toronto Guild members who have been observing printers' picket lines at the Toronto Telegram for more than two years will receive a total of $50,000 in severance pay under an agreement negotiated last month.

The company, which refused to reinstate the 34 when they sought to return to work last summer on the grounds they had been replaced, agreed to pay full severance after the Guild initiated grievance action. Earlier it had taken the position that the 34, who acted under a picket-line clause, had quit their jobs and were not entitled to severance pay.

In addition to severance, the picket-line observers will share more than $10,000 representing pension contributions the local executive committee had voted at the start of the strike to pay in their behalf when they returned to work.

Payment of the $10,000 in cash was approved by the executive committee following lengthy debate.

The 34, who refused to cross picket lines set up by the printers in a July 1964 automation dispute that has never been settled, agreed to the severance-pension settlement. Payment of the money is being held up by a dispute over the withholding of income taxes, however.

The local executive committee voted Nov. 2 to accept replacements for the 34 into Guild membership as soon as the latter's separation from the Telegram becomes final.

ANG has been paying more than $8,000 a month in benefits to the 34, in addition to $1,700 in benefits and welfare payments paid by the local. Both will be discontinued as soon as the severance payments are received.

Negotiations between the printers and the Telegram, Star and Globe & Mail have been broken off since shortly after the strike began, but a Typographical Union spokesman said this week that the union is awaiting a report from the Ontario Labour Department on discussions with the publishers on possible settlement terms.

N.Y. Papers Share Gains In Merger

New York City—All of the city's major dailies have reported circulation gains since the merger of the Herald Tribune, Journal-American and World-Telegram & Sun last April.

The Post, with a circulation gain of 71,000 over premerger figures, has boosted its distribution to 413,000 despite a $500,000 promotion campaign by the World Journal. The World Journal's circulation is 735,000.

The Times has gained 213,000 readers since the Tribune folded, as against 184,000 for the News. Times circulation is now 939,000; the News's, 2,215,000.

World Journal Publisher Matt Meyer told Editor & Publisher last month that in its first 19 days the merged paper had 60 percent of the daily advertising and 73 percent of the Sunday advertising carried by its predecessors.

Printed in U.S.A. Second-class postage paid at Washington, D. C., and at additional mailing offices. Issued twice monthly at 1126 16th Street, N.W., Washington, D. C. 20036. Subscription, $3 a year.

February Hearing Set On Twin Cities Charges

The International Executive Board will hold a hearing Feb. 14 on charges that the Twin Cities Guild "wilfully" violated the ANG Constitution by submitting for ratification and signing a 42-month contract in the face of the IEB Contracts Committee's denial of permission.

The charges, filed by ANG Executive Vice President William J. Farson and Secretary-Treasurer Charles A. Perlik, Jr., cited repeated denial of such permission to Twin Cities, the last conveyed by Perlik in a personal meeting with the local executive committee.

Perlik asked that the settlement be resubmitted to the unit at a meeting where ANG would present its reasons for denying permission, but the executive committee rejected the request and authorized signing of the contract.

The settlement, at the Minneapolis Star and Tribune, provides a general increase of from $7.50 to $17 over the 3½ years, with the reporter top minimum rising in steps from $166.50 to $200 as of the final day of the contract, Jan. 31, 1970.

Twin Cities, in a statement issued this week by John Carmichael, its executive secretary, said ANG's "two-year contract ban has already been broken by a significant number of three-year agreements."

"It's not as if we were the first local to sign a contract longer than two years," the local said. "And the ANG, itself, signed a 39-month contract with the FGR [Federation of Guild Representatives], representing a group of Guild employes.

"The decision to sign this contract was not made casually or lightly. Our alternative was a one-year wage reopener. It seemed to us on the negotiation committee and on our executive board that the proposed contract would bring, on balance, gains to our membership which we should not turn down."

The Contracts Committee, in a statement setting forth the reasons for its action, emphasized that no other daily-newspaper contract exceeds three years, with only 27 of 150 that long.

In those cases where three-year contracts have been entered into, it said, they have resulted either because "the bargaining position of the local was such that it could not avoid publisher insistence on the longer term" or because "the terms were favorable enough to warrant such long-term agreements."

"In the Contracts Committee's judgement," it declared, "neither condition confronted Twin Cities."

The Minneapolis settlement arose out of a wage reopener, the committee pointed out, and the local "was not faced with the alternative of a 3½-year contract or no contract." The publisher had made a one-year reopener offer of $5 on the key top minimums, "which further hard bargaining undoubtedly could have improved substantially," the committee said.

On the other hand, it said, the $33.50 increase in key top minimums, "the only feature of Twin Cities' 42-month contract at Minneapolis which can conceivably come near justifying such a term," is, on a pro-rata basis, "no more, and even less, than other Guild locals have obtained by holding the line at three years" at a time when the cost of living was rising at a slower pace.

Meanwhile, 17 members of the Star and Tribune editorial department said last week in a letter to ANG that unit members had not been informed of ANG's denial of permission "at any time during the discussion of the proposed contract." They said they had first learned of it in a local bulletin "weeks after the contract was signed."

Carmichael, in response, said that "notes of the meeting at which the contract was discussed show that a report of ANG's position was on the agenda, and a survey shows that some members at the meeting recall a discussion of ANG's position." He said many of those who signed the letter to ANG were not at the meeting.

The charges against the local specify that, by submitting and signing the 3½-year contract, it violated both the constitutional provision forbidding the execution of any contract without IEB permission and the requirement that no contract for longer than two years be entered into without specific IEB assent.

The charges were found "sufficient on their face" at the IEB's Oct. 24-27 meeting to warrant a hearing. The board acted without dissent on a motion by International Vice President James B. Woods of St. Louis.

Twin Cities has 30 days to answer the charges. If, after the hearing, the IEB finds the local guilty—a verdict that can be appealed to the Guild's 1967 Convention—it can, under the Constitution, either "specify a course of conduct appropriate to remedy the offense," appoint an administrator to implement such a course or revoke the local's charter.

In its statement this week, Twin Cities made these points:

"1. The top reporter minimum (which also covers five other editorial job classifications and a promotion-department job category) increases by an average of $9.58 per week per year. The total increase amounts to $33.50 per week on the dayside ($35.01 on the nightside).

"2. 102 persons—well over a third of the unit—are included in the top reporter minimum or one with identical pay. When the employes on the stepups are considered, ultimately 144 persons, or over half of the unit, will be covered. (Bargaining unit: 280.)

"3. Another subeditor classification includes 32 persons where the minimums go up at least $30 a week during the contract. This minimum goes to $220 during the contract period."

"4. Another 39 persons outside of the above-mentioned categories are covered by minimums which go up an average of $4.14 to $5.32 per week in each year of the contract.

"5. All of the unions in the Star and Tribune plant have signed three-year agreements, so we can make comparisons. This settlement makes the reporter in his sixth year the highest-paid employe in the plant. Prior to the recently negotiated contract, he ranked third."

The Contracts Committee's statement said that ANG historically has sought to avoid long-term contracts for these reasons:

"Long-term contracts generally have provided less money than more frequently negotiated agreements; they freeze wages at set levels that allow the Guild no opportunity to make adjustments to sudden, dramatic changes in our never-for-long-stable economy; they deny the Guild frequent opportunity to seek to improve on inferior contract provisions; they deny the Guild opportunity to correct, in a succeeding early round of bargaining, problems that may show up in contract application, and they confront the local with an all-too-likely slackening of membership interest that weakens its effectiveness as the bargaining representative."

Spelling out its objections to the Minneapolis settlement, the committee listed lateness of the money, general increases lower than those in recent three-year settlements in San Francisco, St. Louis and Washington, and low increases in minimums, citing $10.50 for stenographers, $9.50 for receptionists, typists and clerks, and $8.25 for office boys.

It also cited the conversion of night differentials from a 7½-percent to a dollar basis as a weakening that could cost money.

It cited narrowing of the differential for subeditors' minimums and a widening of the gap between reporters and district managers, whose minimums go up only $19, terming the latter "a backward step" counter to the Guild's policy of seeking parity.

The committee emphasized that the Washington, St. Louis, and San Francisco contracts, which "contrast favorably with or exceed the Minneapolis settlement," were negotiated at a time when the cost of living had been rising at an annual rate of less than two percent compared to a current rate of 3½ percent.

"To be comparable," it stated, "a settlement at Minneapolis would have had to exceed in *three* years what the others obtained in three years."

The committee said the only other improvements in the Minneapolis contract, in vacations and hospitalization, were less than were won in San Francisco, and it cited a number of long-standing weaknesses that were not improved in the 42-month settlement.



SOUTHERN SOLIDARITY: Pledge of support in "whatever action" is needed to win a new contract, signed by 170 Guild members, is presented to Typographical Union representatives by Memphis Guild leaders. From left, George Crews, Typographical Union president; Earl Layne, chairman of the union's scale committee; ANG International Vice President Richard P. Lane, and James H. White, Memphis Guild president.

Dobson Gets Post

Toronto, Ont.—Jack Dobson, Toronto Guild local representative, last month was elected interim secretary-treasurer of the Ontario Federation of Printing Trades Unions. He will fill a vacancy pending elections in May.

'Not A Single Concession'

Conciliators Flay Canada UPI

Toronto, Ont.—United Press International's refusal to make "a solitary significant concession" to the Canadian Wire Service Guild was denounced last month by a three-man federal conciliation board, including its management representative.

Canadian UPI, said the board, has "adamantly refused to concede to the Guild the minimum provisions that any union must have in today's environment."

Bargaining resumed in Montreal Nov. 4 under a board recommendation that the Guild "continue to negotiate in good faith" and that the company "commence to negotiate with the union with a view to concluding a collective agreement."

Company representatives made only one concession, however, agreeing to a vacation clause allowing four weeks after 15 years' service, and the Guild promptly instituted a mail strike vote. Another bargaining session was scheduled for yesterday.

Conciliation efforts were broken off Oct. 7 by R. G. Geddes, chairman of the board, who accused the company of failing to bargain in good faith.

The board's official report denouncing the company's stand was signed not only by Geddes and Christopher Crombie, the Guild's representative, but by the company's nominee, H. D. Sparks, a retired vice president of the Northern Electric Co.

The board said the Guild's agreement to "substantial modifications in its original proposals" and "compromise in specific areas" had led it to conclude that "the union would not insist upon demands that a reasonable management could not accept."

The board said it had become convinced, on the other hand, that "the company would offer only what the union could not accept."

It cited a section of UPI's brief in which the company, in its own words, claimed that it must have "the unrestricted right to handpick and train a limited number of men to perform the required work at a rate of pay which the company can afford."

UPI said it "must also have the unrestricted right to reward competent and capable employes on merit alone (rather than on the basis of seniority or experience with other employers, for instance) and the unrestricted right to dismiss those who do not measure up."

The board noted that in the course of conciliation proceedings the company expanded the area of its "unrestricted right" to encompass hiring, firing, promoting, demoting, transferring "and any number of other things usually governed by a collective agreement."

UPI's proposal, the conciliators pointed out, did not include any union-security, checkoff or seniority provisions. Instead, they stated, the company "conceded something termed 'security'" that amounted to a no-discrimination clause.

The Guild is seeking an initial contract for Canadian UPI employes after winning representation rights early this year.

Memphis Gets Support Vote From Printers

Memphis, Tenn.—The Memphis Typographical Union, bargaining under a strike threat itself, voted Nov. 6 to extend full support to the Memphis Guild in negotiations with the Commercial Appeal and Press-Scimitar.

The resolution, approved unanimously, was similar to one adopted earlier by the Guild, pledging its backing to the Typographical Union in "whatever action it deems necessary to obtain a decent settlement."

The printers, at a meeting Oct. 30, voted 95 to 78 to reject a tentative settlement totaling an estimated $24 in wages and fringe benefits over three years. Both Guild and Typographical Union negotiations are continuing.

The Guild this week turned over to the Typographical Union a petition reaffirming Guild members' support of the printers. Signed by 170 members in a brief four-day period, it was designed to add the support of those unable to attend the meeting at which the resolution was voted.

IEB Votes $2,000 For Ontario Anti-Injunction Drive

The Ontario Federation of Labour's campaign against anti-picketing injunctions last month received a contribution of some $2,000—a dollar for every Guild member in Ontario — from ANG's International Executive Board.

The donation will be added to the federation's war chest to finance bail and fines in contempt cases and to bankroll a legislative campaign to ban the use of injunctions to break legal strikes.

In moving for the donation from the International Defense Fund, ANG Secretary-Treasurer Charles A. Perlik, Jr., said that "few if any issues have so united labor in Canada" as has the anti-injunction campaign.

He compared Canadian labor's efforts against "pro-forma use of the judiciary to break strikes" to U.S. labor's fight in 1958 against attempts to enact "right-to-work" laws in several states. The Guild contributed $10,000 to that fight, he pointed out.

Canadian Regional Vice President Robert J. Rupert of Ottawa, who seconded the motion along with At-Large Vice President Robert D. Nordin of Vancouver, pointed out that the Toronto Guild's strike against the Oshawa Times last winter "ignited the always explosive" injunction issue.

"It is *the* issue with Canadian labor," he said.

An injunction to limit pickets in the Guild's Oshawa strike proved unenforceable when the city's entire labor movement turned out on the Guild's picket lines.

The Ottawa local will contribute to the anti-injunction fund from its treasury, Rupert reported.

The board voted to extend until its February meeting a program under which ANG is providing $100 a week to help finance a newly hired Washington-Baltimore Guild representative who is conducting a free-rider campaign during negotiations at the Washington Post and News.

The assistance would have expired Dec. 31 under its authorization by an IEB mail poll in September.

The local had requested that the program be extended until June, with a review in February, to allow for additional organizing needs at the Baltimore Sunpapers. The board, in adopting a recommendation of its organizing committee that the assistance be extended until February, agreed to review the situation at that time.

Local President Joe Holt Anderson, Jr., and Administrative Officer Brian Flores told the board that it is their "fervent hope and expectation" that contract gains at the Post will make such a project unnecessary in the future.

But at present, they said, the local's regular two-man staff is not sufficient to handle a special organizing drive in Baltimore in addition to the local's 13 contracts, five of which expire between the Post and Sun bargaining expiration dates.

Anderson and Flores also reported that when the present series of assessments ends, the local expects to resume paying $1,000 a month on an indebtedness to the International Defense Fund arising out of its 1965 Baltimore strike.

In another action, the board instructed Perlik to direct the Detroit Guild to return $2,112.36 to locals that contributed to its lockout fund during the 1964 Pressmen's strike.

The board accepted an amended audit that added $2,815.43 to the list of expenses chargeable to the lockout. But it rejected an item of $3,330.62 for local staff salaries during the period and called on the local to return the difference between the strike contributions it received from other Guild locals and its authorized expenses.

The IEB also voted to continue paying the salary of Luis Montanez, Jr., full-time president of the Puerto Rico Guild, through the February IEB meeting. The ANG salary subsidy to the local was to have expired Jan. 13.

A request by six former officers of the Lima Guild that $1,900 remaining in the local's treasury be donated to charity or used to fund a journalism scholarship was turned down as contrary to the ANG Constitution and established policy.

The Lima Local is in the process of surrendering its charter. Its last contract was with the Lima Citizen, which was sold to the rival Lima News in 1964 and then suspended.

The IEB voted the following additional donations: $100 to the United Farm Workers Organizing Committee, Rio Grande City (Tex.) Strike Fund, and the Washington (D.C.) United Givers Fund, $50 to the Kingsport Christmas Fund, $30 to the National Jewish Hospital Research Center, and $25 each to the Harry S Truman Library Institute, the National Committee for Free Elections in Sunflower County, Miss., the NAACP Legal Fund and the United Negro College Fund.



San Francisco-Oakland Guild Photo by Gordon Peters

PRINTERLESS PAPER: Four Guild leaders look over improvised edition of the San Francisco Examiner as printers picket in protest against lagging contract negotiations. Examining the Examiner are, left to right, ANG International Representative Charles Dale, International Vice President Barney Peterson, William Millis, chairman of the Guild's Examiner Unit, and Fred Fletcher, executive secretary of the San Francisco-Oakland Guild.

Bay-Area Papers Go To Paste-Up As Printers Stage 1-Day Stoppage

San Francisco, Calif. — San Francisco's two major dailies published curtailed editions with paste-up composition Nov. 4 when printers staged a 24-hour walkout in protest against lagging contract negotiations.

The printers, who described their action as a protest demonstration, put up informational picket lines outside the joint printing plant of the San Francisco Chronicle and Examiner but asked members of other unions to continue working.

The stoppage, conducted without local or chapel authorization, began at 2 p.m. Nov. 3 and ended 24 hours later.

The Nov. 4 editions of both papers were improvised with a variety of paste-up copy, some of it set by nonunion typists called in to operate Varitype machines. Supervisory personnel—up to Examiner Publisher Charles Gould — did other composing-room work.

Efforts to have Guild artists do some of the paste-up work on both papers were abandoned when the Guild protested. The Guild instructed members in a bulletin not to do any composing-room work.

The printers distributed leaflets explaining that the action was a protest against publisher intransigence in 10 months of bargaining for the first Typographical Union contract since last year's consolidation of the Chronicle, Examiner and News Call Bulletin. Protection against future dismissals is one of the principal issues in dispute.

Bargaining resumed this week.

Board Mourns ITU's Randolph

ANG's International Executive Board last month sent condolences to the International Typographical Union on the death of former ITU President Woodruff Randolph.

The board, in a telegram to the ITU, paid tribute to Randolph as "an outstanding labor leader and long-time associate of the American Newspaper Guild in the trade-union movement."

Randolph, who headed the ITU from 1944 to 1958, died Oct. 24 at the Union Printers' Home in Colorado Springs at the age of 74.

43 BNA Strikebreakers Refuse To Drop Petition

Hopes for an early end to the Washington-Baltimore Guild's strike against the Bureau of National Affairs were dampened Nov. 9 when strikebreaking employes voted 38 to 5 against withdrawing a petition to decertify the Guild as bargaining agent.

The decertification petition is the sole remaining barrier to settlement of the Guild's 187-day BNA strike. The Guild and the company last month reached a settlement conditional on disposal of the petition, which was filed by an assistant managing editor shortly after the strike began.

The National Labor Relations Board is weighing the Guild's appeal of an NLRB regional director's refusal to dismiss the petition on the ground that the assistant managing editor acted on behalf of management in filing it. A decision is expected soon.

Picketing and the Guild's boycott of BNA publications are continuing.

Marlow Is Appointed '66 Broun Chairman

Associated Press columnist James Marlow has been named chairman of ANG's 1966 Heywood Broun Award Committee.

Marlow, a veteran Wire Service Guild leader and author of AP's "The World Today" column, was appointed at the International Executive Board's Oct. 24-27 meeting.

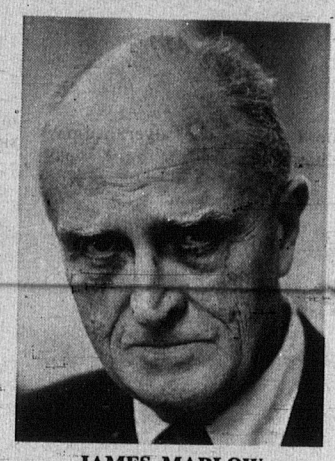
The IEB also appointed two of its members, International Vice Presidents Barney Peterson and Noel Wical, and Research and Information Director Ellis T. Baker as judges for the annual Guild Service Award contest.

The Broun Award—$1,000 and a citation—is given annually for journalistic achievement in the spirit of the Guild's founder and first president. The Guild Service Award—a scholarship of up to $1,000 for a course of labor education—is presented annually for outstanding Guild achievement at the local level.

The deadline for entries in both contests is Feb. 1. Winners of both will be announced during the IEB's next meeting, Feb. 13 through 16, with the Broun presentation to be made at an award luncheon during the meeting.

Marlow, who served as a Broun Award judge in 1959, started his career as a police reporter, first for the old New York World and then for the old New Orleans Item-Tribune and the New Orleans Times-Picayune. He joined AP's New Orleans bureau in 1937, doing desk work and general-assignment reporting, then shifted to the New York bureau's financial desk.

His column, originally devoted to financial news under the title of "Business Today," was expanded to "The Nation Today" when he moved to Washington in 1943, finally becoming "The World Today."



JAMES MARLOW

Marlow was cochairman of the national organizing campaign that led to AP's recognition of the Guild on a nationwide basis in 1949. He wrote a series of organizing letters that was considered instrumental in the Guild's representation-election victory.

Marlow later headed the Wire Service Guild's Washington AP Unit in 1960 and 1961.

Vote Is Stayed In San Antonio

The National Labor Relations Board this week stayed a regional director's order for a new representation election among circulation district managers at the San Antonio Light, who voted 14 to 11 for the Guild June 29.

Regional Director Clifford Potter had ordered a new election for Nov. 21 on the ground that a Guild member had made a list of persons who voted in the earlier election.

Conceding that there had been no attempt by the Guild to intimidate voters, Potter nevertheless declared that the incident was "fraught with possibilities" of damage to the board's secret-election procedures.

The board stayed the order Nov. 7 and agreed to hear an appeal by the Guild.

Raises To $22 Won At Montana Papers

Great Falls, Mont.—Increases ranging up to $22.59 have been won in a new three-year contract at the Great Falls Tribune and Leader. The agreement also provides severance-pay and insurance gains.

The largest raise will go to circulation district men, whose top minimum will be increased $4.84 retroactive to last Dec. 1, $5 a week after contract signing, $3 Dec. 1, $3.50 next June 1, $3.25 Dec. 1, 1967, and $3 June 1, 1968, to $122.50.

Other increases, spaced over five steps, range down to $7.88, with the top for reporters and ad salesmen rising $4.80, $3, $2.50, $2.50 and $3, a total of $15.80, to $158. The initial raise is retroactive to last Dec. 1; the rest come at six-month intervals starting Dec. 1.

The top minimum for engravers will go up $4.77, $3, $2.50, $2.50 and $3, at similar intervals, a total of $15.77, to $152.25. The top for bookkeeping-machine operators will go up $2.88, $2.25, $1.75, $1.75 and $2.25, a total of $10.88, to $98.25, and that for outside classified salesmen will go up $3.97, $2.75, $2.25, $2.25 and $2.75, a total of $13.97, to $127.25.

The company, which formerly paid two-thirds of the premiums for medical and life insurance, will pay the full cost effective June 1, 1968. The severance-pay ceiling is increased from 40 weeks to 43, and a $25 weekly mileage guarantee is provided for the first time for out-state circulation district men.

Part-time employes are brought under contract coverage for the first time, with provisions for prorated vacations.

A new clause provides for arbitration of job classifications and minimums if an employe is assigned new duties and the company and the Guild cannot agree on compensation.

Charges Filed In L.A. Dispute

Los Angeles, Calif.—The Los Angeles Guild last week filed unfair - labor - practice charges against the City News Service, accusing it of refusing to sign contract terms it had agreed to earlier in the presence of a federal mediator.

The Guild acted after the company owner, Los Angeles Deputy Mayor Joseph Quinn, sought to reduce the number of contractual holidays and to put a ceiling on severance pay after agreeing to unlimited severance.

Other terms of the one-year contract, an initial one for the Guild, include unlimited sick leave, three weeks' vacation after five years' service and a reporter top minimum of $130, embodying raises of $12.50 to $28 for most.

Raises To $10.30 Won In Huntington Park

Huntington Park, Calif.—Wage increases ranging from $7.80 to $10.30—the area pattern set in last year's bargaining at the Los Angeles Herald-Examiner — have been incorporated into a new two-year agreement between the Los Angeles Guild and the Huntington Park Daily Signal.

The company also agreed to contribute a dollar a week per employe starting Nov. 18 to help seed an areawide pension plan.

The settlement provides an extra increase for outside classified salesmen, whose top minimum will be increased $6.50 each year, to $145.52. The top for reporters and display salesmen will go up $10.30, to $157.30.

Other increases range from $3.80 the first year and $4 the second for employes earning under $100 to $5.05 and $5.25 for those earning $147 and over.

ANG Seeks Publishers' Aid On Bias

The International Executive Board last month urged publishers to co-operate with Guild human-rights committees to help spur the employment of minority-group members in the newspaper industry.

The board, in adopting a report of its Human Rights Committee, also urged Guild locals to emulate the New York, Chicago and San Francisco-Oakland Guilds, which plan to distribute copies of ANG's "Careers for Negroes on Newspapers" pamphlet at school career days and similar occasions.

"Newspaper employment of minority-group men and women appears to be advancing only at a snail's speed across the breadth of the industry," the board observed.

A few Guild locals have reported additional hirings of Negroes and members of other minority groups in small numbers. "These reports usually come from the locals which have been energetic in human rights from the start," it noted.

International Vice President Richard P. Lane of Memphis reported at the meeting that the Memphis Publishing Co. has hired its first editorial-department Negro, a copy editor.

Employment of minority-group members is often held back by a dearth of candidates, the board reported, noting that one major journalism school told ANG last spring that not one Negro was enrolled.

ANG's Research and Information Department is preparing another questionnaire for all U.S. and Canadian journalism schools in hopes of enlarging its list of prospective candidates for newspaper jobs. The list is available to both locals and publishers.



DEBS TRIBUTE: **Veteran Socialist leader Norman Thomas, right, a long-time Guild member, visits the grave of Socialist pioneer Eugene V. Debs on the 40th anniversary of Debs's death. Thomas is joined by Ned A. Bush, Sr., right, past president of the Terre Haute Guild, and Victor Reuther, international-affairs director of the United Automobile Workers, who presented annual Debs Foundation Award to Thomas.**

Debs Award Received By Guildsman Thomas

Terre Haute, Ind. — The Eugene V. Debs Foundation's annual award for public service was presented last month to veteran Guildsman Norman Thomas, Debs's successor as leader of the Socialist Party.

Thomas, who preached at Debs's funeral 40 years ago, received the award from Victor Reuther, international-affairs director of the United Automobile Workers, who said Thomas had "carried high the torch of Eugene Debs and walked that lonely path of dissent."

Thomas, hewing still to that path at 82, took the occasion to denounce the American role in Vietnam, terming the conflict there "a very cruel and devastating war" that has caused many to "confuse our torch of liberty with the torch our boys are using to destroy others in Vietnam."

Terre Haute Mayor Ralph Tucker, speaking at the award dinner Oct. 20, reminded Thomas of his visit during the 1935 Terre Haute general strike, when he "didn't receive a welcome from the mayor, although he did receive free lodging and free meals." Thomas had been jailed for violating martial law.

Ned A. Bush, Sr., past president of the Terre Haute Guild and executive vice president of the Debs Foundation, presided at the dinner, attended by 350.

Buck GOP Tide

3 Ex-Guildsmen Hold House Seats

Breasting a nationwide Republican tide, former Guildsmen Roman C. Pucinski, Lionel Van Deerlin and Richard D. McCarthy retained their congressional seats in this week's elections.



Pucinski

But former New York Guildsman Martin J. Steadman, seeking his first term, was defeated by incumbent New York Republican John W. Wydler.

Pucinski, who has a record of civil-rights support, won his fifth House term by defeating Republican John J. Hoellen, whose campaign was based on Chicago's white backlash.



McCarthy



Van Deerlin

Pucinski, a former Chicago Sun-Times Guildsman, was returned by a margin of 4,500 votes out of 200,000 cast in Chicago's race-conscious 11th District.

McCarthy defeated Republican John R. Pillion, whom he unseated in 1964 to win his Buffalo seat. McCarthy, a former Buffalo Guildsman on the Evening News, won by more than 8,000 votes in the city's heavily Republican 39th District.

Van Deerlin, a former San Diego Guild president, won his third term by trouncing Republican Samuel R. Vener by a three-to-two margin in San Diego's 37th District. Van Deerlin won his seat in 1962 over the opposition of his own former newspapers, the San Diego Union and Tribune.

Steadman, a former prize-winning investigative reporter for the New York Herald Tribune, failed by a two-to-one margin to unseat Wydler, who won his third term in New York's Fourth District, on Long Island.

Former Albany Guildsman Leo O'Brien did not seek re-election after 14 years in Congress.

ANG Forges Links With Greek Union

Pledges of friendship, solidarity in strikes and other conflicts, mutual exchange of collective-bargaining information and automatic transfer of membership have been exchanged by ANG and the Journalists' Union of Athens Daily Newspapers.

The agreement was approved last month by ANG's International Executive Board. It had been approved earlier by the executive committee of the Athens union.

The agreement was initiated at the suggestion of Lakis Petromaniatis, president of the Athens union, and George Venizelos, a United Nations correspondent for three Athens newspapers.

Relations between the two unions have been close since the Guild responded to the Greeks' request for expressions of support in a strike against Athens newspapers last March. Subsequently an exchange of bargaining information was instituted.

The agreement is expected to be formally signed in Athens in May, during a meeting of the International Federation of Journalists' executive committee. Both unions are IFJ members.

ANG has maintained a similar agreement with the National Union of Journalists in Great Britain since 1936.

The agreement with the Athens union affirms the belief of both organizations in "the value of collective bargaining by free and democratic trade unions as the most effective way of advancing economic interests, raising the standards of journalism and defending the free press."

Under the agreement, if a member of one union takes a job in the jurisdiction of the other, transfer of his membership will be effected without an initiation fee upon presentation of a certificate of good standing.

IEB Makes New Plea For COPE

The International Executive Board last month renewed an appeal for Guild members and locals to help the AFL-CIO's Committee on Political Education stem "the reactionary upsurge" of right-wing forces seeking to unseat liberal congressmen.

The board, voicing disappointment at the fact that Guild COPE contributions are "far below our national quota" of $2,880, urged all locals to initiate COPE dollar drives and to make treasury contributions to COPE's educational fund.

"Late as it is," the board said, "it still is not too late for Guild dollar drives and treasury contributions to play their part in returning a progressive Congress to Washington and progressive governors to statehouses across the nation.

"Even after the election, last-minute campaign expenses must be met and bills paid."

The board, which voted a $500 donation to COPE's educational fund at its Oct. 24-27 meeting, noted that local and convention dollar drives have netted only $1,201 thus far. Only 10 locals have reported conducting dollar drives, it said, and not a single local or district council has made a treasury contribution to COPE's educational fund.

The Albuquerque Tribune: Scripps's Richest Lode

	Value ANNUALLY			Dividends ANNUALLY			Dividends CUMULATIVE SINCE 1941			Total Benefit—Value Plus Dividends ANNUALLY			Total Benefit—Value Plus Dividends CUMULATIVE SINCE 1941		
	Per Share	Total Shares	% Of 1941 Cost	Per Share	Total Shares	% Of 1941 Cost	Per Share	Total Shares	% Of 1941 Cost	Per Share	Total Shares	% Of 1941 Cost	Per Share	Total Shares	% Of 1941 Cost
1941	$ 175[1]	$ 210,336	100	$ 24	$ 28,800	14	$ 24	$ 28,800	14	$ 24	$ 28,800	14	$ 24	$ 28,800	14
1945	400	480,000	228	15	18,000	9	69	83,400	40	15	18,000	9	294	353,064	168
1950	400	480,000	228	150	180,000	86	559	671,400	319	150	180,000	86	784	941,064	447
1954[2]	1,600[3]	1,920,000	913	150	180,000	86	934	1,121,400	533	150	180,000	86	2,359	2,831,064	1,346
1955	1,600	1,920,000	913	240	288,000	137	1,174	1,409,400	670	240	288,000	137	2,599	3,119,064	1,483
1956	1,600	1,920,000	913	120	144,000	68	1,294	1,553,400	738	120	144,000	68	2,719	3,263,064	1,551
1957	1,600	1,920,000	913	240	288,000	137	1,534	1,841,400	875	240	288,000	137	2,959	3,551,064	1,689
1958	1,600	1,920,000	913	295	354,000	168	1,829	2,195,400	1,044	295	354,000	168	3,254	3,905,064	1,857
1959	1,600	1,920,000	913	410	492,000	234	2,239	2,687,400	1,278	410	492,000	234	3,664	4,397,064	2,090
1960	1,600	1,920,000	913	460	552,000	262	2,699	3,239,400	1,540	460	552,000	262	4,124	4,949,064	2,353
1961	1,600	1,920,000	913	460	552,000	262	3,159	3,791,400	1,802	460	552,000	262	4,584	5,501,064	2,615
1962	1,600	1,920,000	913	400	480,000	228	3,559	4,271,400	2,031	400	480,000	228	4,984	5,981,064	2,844
1963	6,000	7,200,000	3,423	450	540,000	257	4,009	4,811,400	2,287	4,850	5,820,000	2,767	9,834	11,801,064	5,611
1964	7,500	9,000,000	4,279	450	540,000	257	4,459	5,351,400	2,544	1,950	2,340,000	1,112	11,784	14,141,064	6,723
1965[4]	$9,000	$10,800,000	5,135	$525	$630,000	299	$4,984	$5,981,400	2,844	$2,025	$2,430,000	1,155	$13,809	$16,571,064	7,878

[1] All dollars and percentages rounded off to nearest whole number
[2] 10-for-1 stock split
[3] All tabulations based on number of shares before splits
[4] 15-for-1 stock split

Source: Scripps-Howard Investment Co. reports to stockholders

Albuquerque Enriches Scripps

(Continued from Page 1)

Class B common stock.

Last year the Tribune paid $630,000 in dividends on the Class B stock, a gain of 16.7 percent over the previous year. The value of the stock climbed 20 percent, and the total benefit to stockholders was $2,430,000, a gain of 3.8 percent over 1964.

During the past five years the Tribune's Class B stock has paid $2,742,000, more than half of the 25-year total, and has increased in value by $8,880,000, more than four-fifths of the 25-year value appreciation. The total benefit to stockholders thereby has been $11,622,000, more than 70 percent of the total benefit over the 25-year period.

"And all the while this has been going on," commented Blatz, "the Tribune's position relative to its competition in the local circulation and newspaper advertising market has been slipping."

Over this 25-year period, the Tribune's daily circulation fell from 41.3 percent to 35.7 percent of the local market, and its total weekly circulation fell from 37.5 percent to 31.1 percent.

Its daily advertising fell at the same time from 52.5 percent in 1941 to 49.9 percent in 1965. And its total weekly advertising linage fell from 48.1 percent to 42.9 percent.

Since 1960, the Tribune's daily circulation has declined from 40.2 percent to 35.7 percent, and its total weekly circulation has slipped from 35.3 percent to 31.1 percent.

Its portion of the daily advertising linage has gone up a fraction, from 49.8 percent to 49.9 percent, but its total weekly linage has declined from 43.3 percent to 42.9 percent.

The Tribune's competitor is the Albuquerque Journal, a seven-morning-a-week paper. The two papers have had joint business-office and production facilities since 1933, when they set up the Albuquerque Publishing Co.

The Tribune was the first Scripps-Howard paper to enter a joint production agreement. There are now seven operating under such arrangements.

Toledo Newspaper Unions Launch Strike Paper

(Continued from Page 1)

use in bargaining.

The company announced Nov. 7 that it was terminating the strikers' medical-insurance coverage as of Nov. 11. Officers of the Record immediately began negotiations for a new policy covering all employes and incorporating improvements the unions had sought in bargaining with the company.

The company also canceled without notice the automobile liability insurance covering employes who drive their own cars.

All of the unions have been bargaining jointly on health and life insurance as well as pensions, one of the major issues that triggered the printers' strike. They also are seeking a common expiration date for their next contracts.

The Guild, in addition, is seeking a 13-percent wage increase and a work-week reduction from 37½ hours to 35.

Contracts with seven of the unions have expired, and those of the Teamsters and the Mailers will run out later this month.

The Record hit the street after two weeks of intensive preparations. The publishing corporation leases a printing plant during its off hours at night, giving it access to five linecasting machines, stereotyping equipment and a press. It has added high-speed cold-type equipment owned by the Typographical Union.

In the absence of wire service news, the Record is leaning heavily on local copy gathered by a staff of 17 reporters plus sports writers, columnists and deskmen, headed by Editor Lewie Little.

Advertising Manager James Richardson reported that advertising began flowing in even before telephones were installed Nov. 5. While Toledo's major department stores have not yet committed themselves, he said, display and classified ads are filling 60 percent of the paper.

The Record, which will publish every day but Saturday, anticipates a heavier volume both in advertising and circulation for its Sunday editions. The unions are making arrangements to print additional sections in another plant, if necessary.

Teamsters picketed the Record for several hours early on the first day of publication, protesting that the strike paper might tend to prolong the strike, but they withdrew before the papers left the plant. The paper is being distributed by other union members.



Toledo Guild Photo by Doug Moore

SHOULDER TO SHOULDER: Two pickets from the striking Toledo Guild and two from the Typographical Union are joined by a pressman protesting lockout of nonstriking employes at the Toledo Blade and Times. Gold made fur hats the fashion.

IT SEEMS TO US

Four Injunctions To ANG From San Jose Member

SAN JOSE, CALIF.

Editor:

Let ANG stop preening itself with that "Gee-whiz-look-at-us" nonsense until such time as it sends out organizing units to big-city papers with an ample budget and capable men. When has the Guild last organized a town?

And let the Guild be good enough to let membership know how much of a budget is allocated for organizing in desert regions where no Guildsman has set foot for nigh on decades. And let membership know why not.

And let the Guild Reporter understand it is a paper read by people who work on papers and thus know full well that slam-bang news of a merger or death of a paper is a month old when it runs.

And let the Guild understand that it might do very well to call a screeching halt to this business of overseas or over-the-border conventions where jolly photos are shown of Guild officers hoisting drinks all in the spirit of international brotherhood. No, I'm no isolationist, but these junkets, and they are, appear pretty expensive and fruitless.

J. ALVIN KUGELMASS
San Jose Guild

Editor's Note: The last new town to be organized by the Guild was Pottstown, Pa., where the Guild won a representation election at the Pottstown Mercury in August. The last one before that was Coos Bay, Ore., where the Guild won an election in April.

The Guild's 1966-67 organizing and servicing budget, included in the over-all budget printed in the Aug. 26 Guild Reporter, is $167,600.

The cost of ANG international-affairs activities, including trips abroad for international newspaper-union congresses, is financed by foundation contributions and does not come from regular ANG funds.

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.

Brunswick Daily Cited By NLRB

Newark, N.J.—The National Labor Relations Board last month issued a complaint charging the New Brunswick Home News with refusing to disclose payroll data needed for bargaining by the North Jersey Guild.

A hearing was ordered for Nov. 23 by NLRB Regional Director John J. Cuneo, who issued the complaint Oct. 31.

The Guild, which is bargaining on a new contract to replace one that expired Sept. 30, filed the unfair-labor-practice charge Oct. 4 after seeking the information since August.

Deegan At Seminar

New York City—John E. Deegan, secretary-treasurer of the New York Guild, is among 35 metropolitan-area union leaders enrolled in a 10-week seminar on State Labor Department programs. The seminar, which began Nov. 4, covers minimum wages, working hours, wage claims, job safety, employment of minors, manpower training and mediation.

Local Copy

A PAGE FOR OFFICERS AND STEWARDS

Cleveland: Merit Pay Crosses Department Lines

Merit pay at the Cleveland Press is not confined to the editorial department. A majority of employes in most advertising and business-office classifications also are paid more than the minimum rate, company payroll information discloses.

Forty of 54 fully experienced local and national display-ad salesman, make-up men, promotion managers and artists were receiving an average of more than $27 over the top minimum as of July 1.

Twelve of 17 fully experienced inside classified employes, all 10 clerks and 17 of 18 bookkeepers also were paid well over the minimums.

Following is the breakdown of pay in the Press's advertising and business classifications:

Local Display and National Salesmen, Advertising Make-up Men, Promotion Managers and Artists

Top Minimum	*Actual Salaries*	
$166 after 5 years	One on stepups	1 at $196.42
	14 at top minimum	2 at $200.00
	1 at $171.00	1 at $201.00
	1 at $171.75	1 at $204.50
	1 at $176.67	2 at $205.00
	1 at $178.00	1 at $210.00
	1 at $180.00	1 at $212.00
	2 at $183.00	1 at $215.00
	1 at $184.50	1 at $217.00
	2 at $185.00	1 at $218.00
	1 at $186.00	2 at $221.00
	2 at $188.00	1 at $231.00
	1 at $189.00	1 at $232.50
	3 at $191.00	1 at $237.00
	1 at $192.00	1 at $245.00
	1 at $196.00	3 over $250.00

Outside Classified Salesmen

Top Minimum	*Actual Salaries*	
$133.40 after 5 years	11 on stepups	1 at $138.50
	1 at top minimum	1 at $143.50
	1 at $133.50	1 at $148.42
	2 at $134.67	1 at $154.17
	1 at $137.50	1 at $156.92
	2 at $138.40	1 at $167.67
		1 at $168.77

Inside Classified Salesmen and Telephone Solicitors

Top Minimum	*Actual Salaries*	
$97.40 after 3 years	14 on stepups	1 at $103.92
	5 at top minimum	1 at $104.18
	3 at $ 97.67	1 at $107.92
	2 at $ 98.42	1 at $108.17
	2 at $101.42	1 at $133.17

Voluntary Ad Takers

Top Minimum	*Actual Salaries*	
$89.40 after 3 years	10 on stepups	1 at $ 96.15
	1 at top minimum	1 at $100.04
	1 at $ 94.17	1 at $103.15
	2 at $ 95.42	1 at $108.27
		1 at $108.92

Outside Classified Supervisors

Top Minimum	*Actual Salaries*	
$144.40 after 2 years	1 on stepups	1 at $164.17
	none at top minimum	1 at $199.92
	1 at $154.67	1 at $235.00

Inside Classified Supervisors

Top Minimum	*Actual Salaries*	
$109.90 after 2 years	none on stepups	1 at $131.54
	none at top minmium	1 at $155.00
	1 at $110.17	1 at $193.67

Display Desk Service

Top Minimum	*Actual Salaries*	
$104.90 after 4 years	8 on stepups	2 at $110.00
	none at top minimum	1 at $113.42
	1 at $109.00	1 at $115.00
		1 at $116.00

Senior Clerks

Top Minimum	*Actual Salaries*	
$109.90 after 3 years	2 on stepups	1 at $142.00
	none at top minimum	1 at $166.00
	1 at $120.00	1 at $168.67
	1 at $124.42	1 at $180.92
	1 at $127.00	1 at $230.00
	1 at $130.00	1 at $234.00

Bookkeepers and Cashiers

Top Minimum	*Actual Salaries*	
$109.50 after 3 years	3 on stepups	1 at $122.42
	1 at top minimum	2 at $127.00
	2 at $110.00	1 at $130.92
	1 at $111.00	1 at $133.00
	1 at $117.00	1 at $140.00
	1 at $117.07	1 at $143.00
	1 at $117.92	1 at $155.00
	1 at $121.00	1 at $162.50
		1 at $206.00

Guild Minimums Still Fall Short Of 'Modest, Adequate' Budget

Guild minimums in most newspaper classifications are too low to provide even a "modest but adequte" family living in U.S. cities in 1966, according to an AFL-CIO updating of the Labor Department's 1959 "City Worker's Family Budget."

The AFL-CIO study, reported by Ralph D. Scott in the October Federationist, shows that it takes an average of $131 a week to cover the basic living costs and "a few of the amenities" for a family of four.

By way of comparison, here are averages of the minimums paid under Guild contracts in a number of classifications as of Oct. 1:

► Reporter: Average starting minimum, $88.96 — $42.04 less than the budget.

► Classified outside salesman: Average top minimum, $130.26 —74 cents less than the budget.

► Clerk: Average top minimum, $83.03—$47.97 less than the budget.

► Janitor: Average top minimum, $83.79—$47.21 less than the budget.

► Circulation district manager: Average top minimum, $132.94 —$1.94 more than the budget.

The average minimum for fully experienced reporters was $152.69 as of Oct. 1—or $21.69 more than the budget. Minimums ranged from $200 down to $110, falling below the $131 line in no fewer than 18 contracts.

Among 20 major cities the income necessary to meet the Labor Department's standard ranged from a low of $113 in Houston to a high of $140 in Seattle, providing a useful guide to relative living costs in different parts of the country.

So narrow are the margins in the Labor Department's "modest but adequate" budget that economist Sidney Margolius has said that "shabby but respectable" would be a better description.

For a family of four—father, mother, a boy of 13 and a girl of eight—it provides:

► Food — $38.55 a week, enough for one egg a person per day and a half pound of poultry, meat or fish.

► Clothing—one suit every two years and less than two pairs of shoes a year for the husband, and 3½ dresses a year (one a housedress) for the wife.

► Housing—$127 a month, including heat and utilities, for a five-room flat or rented house.

The budget allows for a new television set every nine years, a washer every eight years and a vacuum cleaner every 14 years.

There is provision for purchase of a used car every three years, $23 worth of books and magazines a year, and $138 a year for church, charities and personal gifts. There is no provision for savings, except $110 a year for life insurance.

While the Labor Department's budget is designed only for a four-person family, the AFL-CIO said rough calculations can indicate approximate needs for other families.

A husband and wife could live on about $91 a week, 69 percent of the four-person budget, it said. A family of five, with the oldest child under 16, would need about $154.23—$1.09 more than the Guild's average reporter top minimum.

The Salary Story: Inadequate

Minimum Income Needed for a "Modest but Adequate" Standard of Living Compared with Guild Minimums

City	Necessary Weekly Income	Starting Reporter *	Clerk Top *
U.S. Average	$131	$ 88.96	$ 83.03
Atlanta	118	102.50**	—
Baltimore	121	94.65	86.15
Boston	139	80.00	94.00
Chicago	136	117.00	93.50
Cincinnati	127	78.25	91.25
Cleveland	129	93.00	89.40
Detroit	127	95.90	90.52
Houston	113	102.50**	—
Kansas City	131	102.50**	—
Los Angeles	134	96.80	93.80
Minneapolis	130	101.50	79.75
New York	129	135.25	104.20
Philadelphia	125	86.90	85.50
Pittsburgh	131	82.00	82.00
Portland, Ore.	134	102.50**	—
St. Louis	134	104.50	96.50
San Francisco	135	110.75	88.00
Scranton	123	85.74	85.05
Seattle	140	104.50	86.25
Washington	132	110.00	100.00

* In cities where there is more than one Guild contract, the highest minimum is used.
** No Guild newspaper contract in effect—wire-service minimum indicated.

First Feed The Ego

Feeling Poor? Have A Secretary!

What newspapermen need most isn't more money, it's more status, a South Carolina publisher has discovered.

A private office and a private secretary may be just what it takes to keep a reporter from yearning after the fleshpots of the public-relations business, writes Frank B. Gilbreth, assistant publisher of the Charleston News & Courier, in the Saturday Review.

Gilbreth, whose talent for whimsey first appeared in his best-seller, "Cheaper by the Dozen," disagrees with editors who he says "almost unanimously" blame the shortage of newspaper talent on low salaries.

Salaries were lower 30 years ago, he argues, and there was no talent shortage then.

In those days, he says, "there was a certain amount of glamor and status in being a reporter."

A "diminishing of status," Gilbreth declares, is "the basic reason for the present and alarming shortage of newsmen."

Gilbreth, while contending that for the first time newsmen's salaries compare "favorably" with other occupations, concedes it "would be senseless to say that higher and still higher salaries would not help solve the shortage in newsrooms."

But, he maintains, a new look at status is also in order.

Public relations, he says, has "lured tens of thousands of men and women away from newsrooms" by offering "somewhat better pay" and "today's type of status: a private office and secretary, expense-account lunches, a golf-club membership, posh conventions and often a company car."

Gilbreth doesn't advocate that newspapers go that far, of course, nor is he prepared to offer a private office to just any old reporter or copy reader.

But, he suggests, "private offices and secretaries for sub-editors and top writers might constitute good economics as well as status."

Gilbreth is silent on what reporters are paid on his own paper, which he indicates is suffering from a staffing problem, but he is informative about what newsmen earn at the New York Times which, he concedes, is not.

"Clifton Daniel, managing editor of the Times, tells me they have hired beginning (but obviously not inexperienced) reporters for salaries as high as $400 a week," he reports. "The time of such a man is, obviously, valuable."

He does not mention how many Times men have private offices and secretaries.

Meanwhile, the views of those who suspect that low salaries are still a problem were supported last month at a meeting of the Inland Daily Press Association in Chicago, where a panel of 15 students discussed starting salaries.

One youngster, noting that he had been paid $110 a week for greasing trucks before going to college, said that "after four years in school, I feel I have a raise coming."

But typical newspaper starting pay is only $100 to $105 a week, R. W. Haverfield, placement director of the University of Missouri School of Journalism told the association, comparing it with $150 and up in other industries.

Newsweek Oct. 31 derided an American Newspaper Publishers Association recruiting ad that "played up the adventure of the newspaper business by picturing a gung-ho combat correspondent."

The ad's promise of "good financial rewards," Newsweek said, is kept at a few papers.

"But at scores of the nation's 1,751 dailies," it said, "salaries continue to discourage new blood."

DAY BOOK

Canadian District Council, ANG seminar on bargaining, Nov. 19 and 20, King Edward Hotel, Toronto, Ont.

Middle Atlantic District Council, ANG seminar on bargaining, Dec. 2-4, Holiday Inn West, Allentown, Pa.

International Executive Board, winter meeting, Feb. 13-16, ANG headquarters, Washington, D.C.

Editorial

Please Omit Flowers

Studies conducted the last few months by ANG's Collective Bargaining Department and carried in recent issues of the Guild Reporter show it's no easy job to lose money publishing a newspaper, whether you measure it by profits or dividends.

The studies show that newspapers flourish regardless of whether they rank first or second in their town, whether their relative position is improving or worsening, or whether their advertising and circulation volume is going up or down.

For example:

► The Evansville (Ind.) Press, with a circulation of only 43,000 and ranking second in its city, last year paid its highest dividends in five years.

► The El Paso Herald-Post, another second-ranking paper, last year paid record dividends although its share of both advertising and circulation have been shrinking steadily.

► The Albuquerque Tribune, also second in its city, has the best rate of return of any company whose stock is held by the Scripps-Howard Investment Co. despite the fact that its share of advertising and circulation has fallen sharply over the past 25 years. It, too, paid record dividends last year.

► The Cincinnati Enquirer, still another second-ranking paper, last year reaped record profits at a time when its advertising linage and circulation were lower than they were six years before.

To be sure the Evansville, El Paso and Albuquerque papers have all entered into joint-production arrangements with their competitors (and the Enquirer is controlled by Scripps-Howard, which also owns the Cincinnati Post & Times-Star). But of the 1,500 U.S. cities with daily newspapers, only about 60 still have completely separate and competitive newspaper ownerships.

Other Collective Bargaining Department studies show one reason why:

► Dividends at the Knoxville News-Sentinel, $38 a share before it entered into joint production with the Knoxville Journal in 1957, rose to $54 two years later and to $69 in 1960. Since then, the News-Sentinel, the Number One paper in its town, has continued to pay dividends at a near-record rate, and the value of its stock has more than doubled.

► Dividends at the Pittsburgh Press, $60 a share before it entered into joint production with the Post-Gazette in 1961, shot up to $110 the following year and have continued to rise. Since 1960, dividends at the Press, also the Number One paper, have more than doubled, and the value of its stock has increased 160 percent.

In short, consolidations make lucrative newspapers more lucrative; they pay off in profits and dividends — if not necessarily in wages.

It is helpful to keep the Collective Bargaining Department's studies in mind when considering such statements as the recent one by Paul Miller, president of the Gannett chain, who said a newspaper "has to rack up records almost every year just to stay even." (Miller went on to concede that Gannett profits were not just staying even but were "well ahead' of last year).

The newspaper industry dying? Like Volpone, in Ben Jonson's 16th Century comedy, it often suits the publishers to have it thought so — particularly at bargaining time.

Volpone would spring out of bed, eat heartily and wrestle lustily with a maiden as soon as his deceived visitors had gone.

The publishers have learned the lesson well.

The Guild Reporter

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

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. 22 **November 11, 1966**

American Newspaper Guild

1126 Sixteenth St., N.W., Washington, D. C. 20036
Area Code 202—296-2990

PRESIDENT: ARTHUR ROSENSTOCK

EXECUTIVE VICE PRESIDENT: WILLIAM J. FARSON

SECRETARY-TREASURER: CHARLES A. PERLIK, JR.

REGIONAL VICE PRESIDENTS: Region 1—Daniel A. McLaughlin, 111 Maple St., West Orange, N. J. 07052; Region 2—Richard P. Lane, 61 N. Reese St., Memphis, Tenn. 38111; Region 3—James B. Woods, 7147 Princeton Ave., St. Louis, Mo. 63130; Region 4—Hugh H. Harrison, 1201 E. Lynn St., Seattle, Wash. 98102; Region 5—Bernard W. Stein, 73-12 35th Ave., Jackson Heights, N.Y. 11372; Region 6—Robert J. Rupert, Rural Route 5, Smiths Falls, Ont.

AT-LARGE VICE PRESIDENTS: George M. Muldowney, 401 Arcadia Drive, West Islip, N. Y. 11751; Robert D. Nordin, 1555 Merlynn Pl., North Vancouver, B. C.; Barney Peterson, 288 Grand View Ave., San Francisco, Calif. 94114; Kenneth E. Rieger, 5839 Fryer Ave., Toledo, Ohio 43615; Marshall W. Schiewe, 5813 Chicago Ave., Berkeley, Ill. 60163; Noel Wical, 7764 Dahlia Dr., Mentor, Ohio 44060.

DIRECTOR OF COLLECTIVE BARGAINING: J. William Blatz.

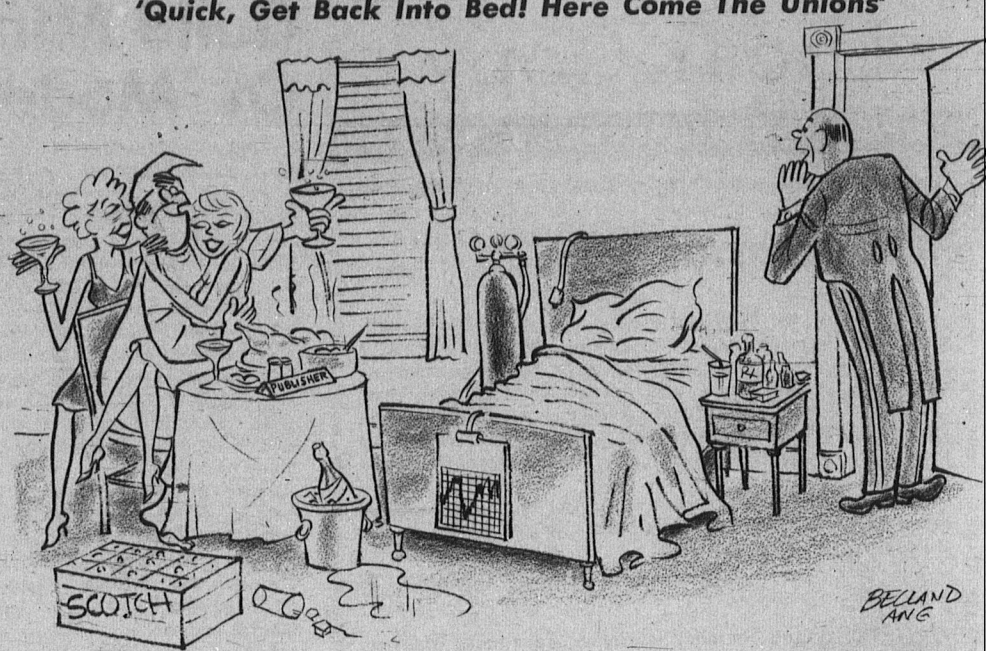
DIRECTOR OF INTERNATIONAL AFFAIRS: Richard P. Davis.

EXECUTIVE SECRETARY, CONTRACTS COMMITTEE: Robert Christofferson.

INTERNATIONAL AFFAIRS REPRESENTATIVES: John K. Sloan, Ronald A. Watts.

INTERNATIONAL REPRESENTATIVES: J. Ed Allen, Edna Berger, Charles Dale, John Edgington, Brian E. Huggins, Fred Jones, Fred T. Kearney, Thomas Pennacchio.

'Quick, Get Back Into Bed! Here Come The Unions'



DATELINE: WASHINGTON

GOP Vote Triumph Redresses Johnson's 1964 'Overkill'



By WILLARD SHELTON, *Washington Guild*

An election defeat often produces remarkable responses in its victims, ranging from a plaintive "say it isn't so" to a search for isolated bright spots.

The candid comment on the Nov. 8 elections among liberal Democrats, at least, should be that the spread of the Republican sweep was deeper and wider than any of them really expected.

The GOP gain of eight governorships was larger than expected by anybody willing to put himself on record as predicting it. The Republican gain of three Senate seats surpasses the forecasts only slightly, but it surpasses it.

The House bounceback of Republicans for a net gain of 47 seats greatly surpasses the results anticipated by those of us who wrote, in advance, that "no great changes" were likely.

By hindsight, the GOP victories may be accepted as a statistical correction of the Johnson tidal-wave sweep of 1964, when Republicans fell in droves in the people's clearly-expressed determination that Sen. Barry Goldwater would not be president.

If it is called an "overcorrection," statistically, then it is also possible that in 1964 the Johnson victory had an "overkill" effect on GOP candidates.

The undeniable fact is that the Republican House gain gives conservative Southern Democrats and the GOP clear power to re-establish the anti-administration coalition that for 30 years has given all Democratic presidents a devilish time on domestic reform.

It is reasonably clear that broad, sweeping domestic systems such as medicare are likely to come from the White House in short supply—and won't get anywhere. Mr. Johnson now has the puzzle faced before him by Presidents Roosevelt and Truman—that House control is lodged not in the Democratic paper majority but in the coalition.

●

There are bright spots, of course.

The 20-plus Republicans elected to the House in the Midwest, the traditional GOP heartland, turning out Democrats in the process, appear to be Republicans of a type familiar to us all—ranging from moderately liberal to intensely conservative.

There is, however, a great difference between a decent, profoundly conservative "Iowa-type" Republican and the urgent, insistent right-wingers who deliberately and skillfully put together the machine that nominated Goldwater.

The governors the Republicans elected or re-elected—Romney in Michigan, Rockefeller in New York, Rockefeller in Arkansas, Love in Colorado, Laxalt in Nevada, Agnew in Maryland, LeVander in Minnesota—are decent people and moderates. They are not likely to let control of the party be seized again by groups insisting on a candidate as inept as Goldwater proved.

Rockefeller of New York must have been particularly elated by re-election as he recalled the rude boos with which Goldwaterites tried to drive him from the platform in the 1964 convention.

Gov. Dean Evans of Washington, a rising party star, ended a year-long battle by driving right-wingers from effective party influence at city, district and precinct levels.

Ronald Reagan in California is an exception. He has been a liberal New Dealer, an intensely conservative rabble rouser, and during the recent campaign spoke in moderated accents that gave him a scrubbed-up image. Who will run the state this observer does not pretend to know, but if the glamorous Reagan tries to run it he will need a cram course in the responsibilities that go with a governorship.

The function of a two-party system is to have two responsible parties, so that either can run the country effectively. The GOP seems firmly on the way to its own redemption.

Vietnam was clearly not an issue in the recent campaigns. Inflation (or the word "inflation") may have been. "Backlash" was not a serious issue unless it is defined as a general discontent with "crime," "riots in the streets," "beatniks," "peaceniks," and as possibly some alienation from Mr. Johnson's style.

The latter, most assuredly, is the kind of thing that could most quickly change. Sympathy runs to a beaten leader.

Edward Brooke, a Negro, was elected to the Senate from Massachusetts, and he and his defeated Democratic opponent, Endicott Peabody, spoke handsomely and graciously to each other Election Night. Theodore Agnew, a rational Republican, was elected governor of Maryland against George Mahoney ("Your home is your castle—protect it").

The people, in any case, have a conceded right to vote as they please, and the roof doesn't fall in. We can still be grateful for the 89th Congress, which passed most of the legislation liberals have been urging for 30 years.

Major social legislation, once passed, is never erased from the statute books.

Newsmen Need Not Transmit Justified Copy, UPI Concedes

New York City—United Press International has agreed that Wire Service Guildsmen who refuse to punch Teletype copy coded for a computer will not be disciplined.

The assurance was extended to the Guild at an Oct. 28 grievance meeting prompted by a UPI directive requiring newsmen to use the new code to justify copy for storage in an electronic library.

The Guild protested the order as a violation of an August arbitration decision that the production of such copy for transmission violates a contract stipulation that newsmen not be required to justify copy sent by Teletype.

The Guild said the meeting had established that there was no way to police the operation to be sure it was used for library rather than transmission purposes and that UPI has "no present procedure" for establishing the electronic morgue.

The Guild's executive committee repeated its statement that no newsman should accept an assignment to punch copy under the new procedure. Guild representatives suggested to UPI that the dispute be resolved in the next contract negotiations.