$25 Raise Won In CBC Contract; Madison Pact Hikes Pay By $16

THE GUILD REPORTER

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Guild Gets Living-Cost Increments

Madison, Wis. — Across-the-board increases of $16 over two years plus provision for cost-of-living increases have been won by the Madison Guild following a strike vote at the Madison Capital-Times.

Eight-dollar increases retroactive to Aug. 8, $5 raises next April and $3 in December 1967 will raise the reporter top minimum to $172. The starting minimum will go up the same amount, to $126.24.

In addition, salaries will go up one cent an hour for each .4-point increase in the Bureau of Labor Statistics' Consumer Price Index, with adjustments to be made quarterly starting next August. The base figure for calculating the increase will be 112.9, a figure which has already been exceeded by 1.2 points.

The past year's 3.9-point increase in the index would have required increases of approximately $3.35 in the weekly pay of Capital-Times employes under the formula alone.

The $16 general increase will raise the minimum for head librarian to $132 and the top minimum for assistant librarians to $125.50.

In addition, the agreement provides for a one-week increase in the severance-pay ceiling, to 42, and the addition of another paid holiday, bringing the total to 9½. The requirement for a third week of vacation is reduced from four years to three.

The differential for employes working in management positions is increased $1 a day, to $4, and the night differential is raised 50 cents, to $1.50 per shift.

The expense allowance for trips within the city is increased from $1 to $1.50, and the mileage allowance for out-of-city trips will henceforth be based on the reimbursement formula for state employes, presently three cents over the old Capital-Times figure of 10 cents a mile.

An initial Guild contract covering the paper's four photoengravers provides wage increases totaling $9.25 for day employes and $11 for nightsiders over 18 months, plus a wage reopener that includes binding arbitration in the event of a deadlock.

The contract provides increases of $4.80 retroactive to May 1

(Continued on Page 6)



Toledo Guild Photo by Doug Moore

COLD WAR: Toledo pickets gather around a salamander stove to warm frost-nipped hands. From left, Leonard Hubbell and John Carr of the Typographical Union, Shirley Yates and Lillian White of the Guild, and Joe Karnikowski of the Pressmen. Fur hats and long underwear enabled the strikers to continue picketing through five days of nine-inch snow, temperatures in the 20s and 35-mile-an-hour winds while longshoremen quit work and schools were closed.

Toledo Unions Join Forces To Bargain As Single Unit

Toledo, Ohio—The striking Toledo Guild and eight other newspaper unions united this week to establish a joint bargaining committee and persuaded the Toledo Blade and Times to return to the bargaining table.

A negotiating session is scheduled for Nov. 29, ending a stalemate that has persisted since the start of the strike Oct. 24.

A single bargaining committee to negotiate on common issues was set up at a Nov. 21 meeting, with International Representative George Duncan of the striking Typographical Union as chief spokesman.

ANG International Representative Fred T. Kearney will be the spokesman should Duncan be unable to attend.

The company has not bargained with the Guild since the strike began and has held only a 10-minute session with the printers. It has met with the Stereotypers, who joined the strike Oct. 31, and with nonstriking unions, but no progress has been reported in any of the talks.

The joint bargaining committee will include members of all nine Blade and Times unions, including the Teamsters, who had picketed the unions' strike paper briefly on its first day of publication Nov. 9, charging it would prolong the strike.

When the talks move to issues involving only one union, Duncan will be joined by the representative of that union. The nine full bargaining committees will be nearby for consultation at all times.

It will be the first time that Toledo newspaper unions have bargained with management as a unit, although they had negotiated together on pensions and welfare, and one of the few times that such unified negotiations have been undertaken in the newspaper industry.

(Continued on Page 2)

7% Increases, Shorter Week Are Achieved

Toronto, Ont. — Two seven-percent wage increases, raising reporter-editor minimums by up to $25.08, have been won in a new two-year Canadian Broadcasting Corp. contract. A 37½-hour week was also gained.

The Canadian Wire Service Guild pact will increase the minimum for national reporters and editors by $12.12 the first year and $12.96 the second, to $198.18. The top minimum for regional reporters and editors will go up $10.98 the first year and $11.75 the second, to $179.64.

There will be proportionately higher raises for lower-paid employes, who will receive eight-percent increases the first year and seven percent increases the second.

These raises will send the top for copy clerks up $4.86 the first year and $4.59 the second, to $70.17, and the top for senior copy clerks up $5.78 the first year and $5.46 the second, to $83.51. First-year raises are retroactive to June 1.

In addition, the company has agreed to premium pay for bilingual reporters at a rate still to be determined. Reclassification of a legislative reporter will bring a salary increase of $41.27 in that job, and other reclassifications will be studied.

In addition to reducing the work day from eight hours to 7½, the contract provides double time for a seventh day of work in any week, with a full day's pay at that rate guaranteed.

The settlement also provides for advance notice to the Guild of new equipment that will create or alter job classifications. Consultation with the Guild is also required before changes can be made in the company's pension plan.

Hazard insurance of $25,000 for assignments outside North America and an additional $25,000 for war-risk assignments is provided for the first time.

The night differential is increased to 15 percent for work between midnight and 7 a.m., while a 10-percent differential is provided for the first time for work between 8 p.m. and midnight. A minimum of $2 per shift is mandatory in both cases.

A 15-percent differential is also provided for employes working

(Continued on Page 6)

Zwiback Quits ANG Post; Bassford To Fill Vacancy

Ruth Zwiback, manager of ANG's headquarters office since 1953, has resigned from the post effective Dec. 31. She will be succeeded by Walter Bassford, treasurer of the Washington-Baltimore Guild for five years.

Mrs. Zwiback, who joined the Guild office staff as a bookkeeper in 1947, will become office manager for the Mutual Real Estate Investment Trust, a New York City organization specializing in the development of integrated housing.

Besides keeping the Guild's accounts and overseeing day-to-day clerical and business operations, Mrs. Zwiback has been a familiar figure at ANG conventions, where she has been responsible for the flow of printed reports and has helped conduct clinics on local administration.

She has been treasurer of the Federation of Guild Representatives, the Guild staff's union, since its founding in 1958. She has been secretary and vice president of the Washington Chapter of Americans for Democratic Action, treasurer of the Columbia Heights Boys' Club and financial secretary of the National Capital Area Civil Liberties Union.

(Continued on Page 6)

The Profit Picture At Southam Press

Seventh In A Series On Newspaper Profits—Page 5

Ottawa Guild Supports Pressmen's Stoppage

Ottawa, Ont. — Ottawa Guild members stopped work in support of a Pressmen's stoppage at the Ottawa Citizen Nov. 11 in a dispute settled by a compromise proposed by Guild President Robert J. Rupert.

The Guild stoppage lasted less than a half hour and the Citizen's editions were not delayed, but the company last week filed a grievance claiming unspecified damages from the Guild and threatened to fire Guild members should they repeat their action.

Publisher R. W. Southam, who had written a letter to Guild members accusing Rupert of lying in a local bulletin on the stoppage, this week admitted the charge was unjustified and apologized for the accusation in another letter.

The Pressmen quit work in protest over the suspension of Local President Ruby Villeneuve for allegedly refusing to obey an order. The action against Villeneuve came in the midst of bargaining for a new contract.

Guild members stopped working—although they stayed in the plant—after it was announced that all the pressmen had been fired and were preparing to picket.

(Continued on Page 6)

$21 Hikes Put Top At $189 In E. St. Louis

East St. Louis, Ill. — Increases of up to $21.20 in minimums have been won by the St. Louis Guild in a three-year contract with the Metro-East Journal.

The pact, reached after a strike vote, will raise the top minimum for reporters and display and classified salesmen to $189.60 in the third year. The current top of $175.20 is the second highest classified top in any Guild pact.

The key top goes up $6.80 retroactive to last April 18, another $7.60 next April 24 and a final $6.80 April 22, 1968. The top for clerical employes goes up $4.54, $4.80 and $4.40 to $123.20.

The current top of $114 is the highest Guild clerk minimum and the second highest for telephone operators.

In addition, the night differential for advertising, editorial and clerical employes goes up by from one to four cents per shift each year, reaching a final range of 31 cents to $1.09 a shift, depending on quitting time.

The contract grants maternity leave and funeral leave for the first time, the former without pay after a year of service and the latter with pay for up to three days. Time off with pay for employes called to jury duty is also provided.

A revised jurisdiction clause forbids the company to make any arrangements with outside agencies that would undermine Guild jurisdiction.

San Pedro Pact Won On Examiner Pattern

San Pedro, Calif.—Los Angeles Guildsmen at the San Pedro News-Pilot have won wage increases ranging up to $10.30 in a two-year pact following last year's Los Angeles Herald-Examiner pattern.

The agreement, retroactive to June 1, provides increases of $5.05 the first year and $5.25 the second in the top minimum for display advertising salesmen, reporters, copy readers and editorial writers, raising it to $155.80.

The top minimum for classified salesmen will rise $4.55 and $4.75, to $137.25; that for circulation clerks by the same amounts, to $107.62, and those for billing bookkeepers and circulation bookkeepers by $4.05 and $4.25, to $116.16 and $112.12, respectively.

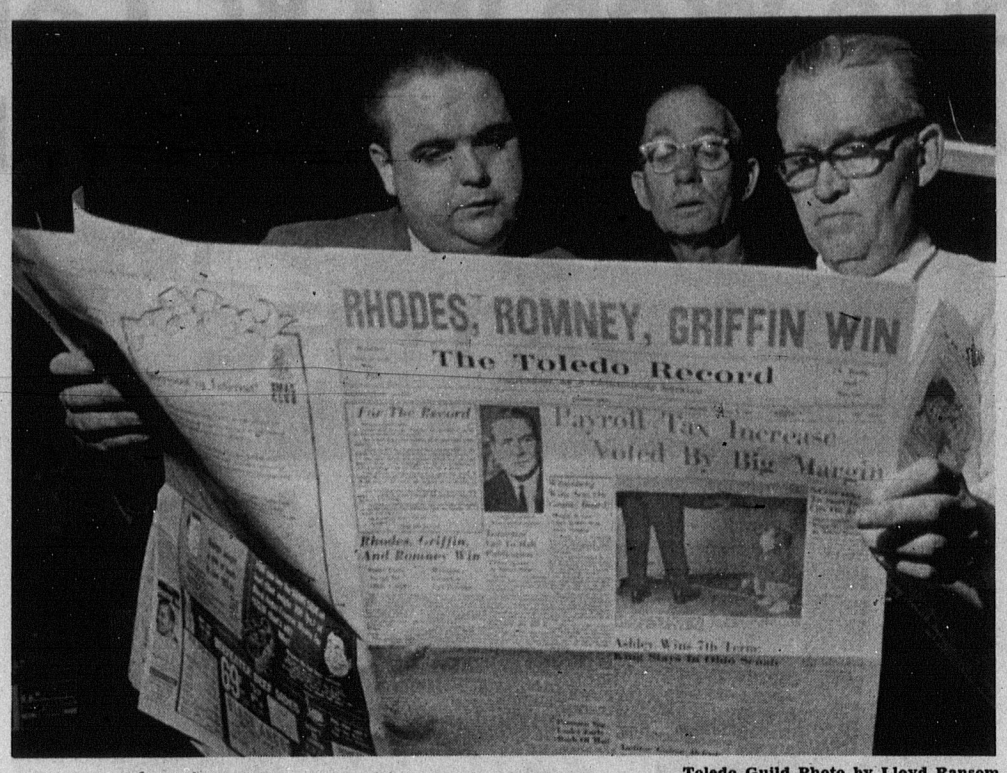
The top minimum for circulation district managers rises by $5.05 and $5.25, to $145.80, and that for inside classified sales girls, secretaries and typing clerks by $3.40 and $4, to $102.73.

The unit also won its first nodiscrimination clause and a reduction of the requirement for a fourth week's vacation from 25 years' service to 20.

$6 Pay Boosts Mark Pact At Jewish Daily

New York City—A two-year agreement providing across-the-board increases totaling $6 was reached Nov. 11 at the Day-Jewish Journal on the brink of a New York Guild strike deadline.

The agreement provides for a $2 increase retroactive to July 1, $1 Jan. 1 and $3 next July 1, bringing top minimums on the Yiddish-language daily to $122.80 for advertising supervisor and make-up chief and $117.80 for publication deskmen.



Toledo Guild Photo by Lloyd Ransom

FIRST EDITION: The weariness of a 27-hour day is reflected in the faces of ANG International Representative Fred T. Kearney, left; former Toledo Guild President Marvin Ogletree, center, and Lewie Little, editor of the strike-born Toledo Record, as they examine the first edition of the unions' strike paper, published the morning after Election Day.

Toledo News Unions Join Forces To Negotiate As A Single Unit

(Continued from Page 1)

Meanwhile, the unions' strike paper, the Toledo Record, continued to expand. By the end of last week it was rolling 90,000 copies, its maximum daily capacity, with more than 80,000 of them home-delivered. Sunday circulation was at the 100,000 mark.

Although major department-store advertisers were still displaying reluctance to use the Record, the paper has found enough advertisers to fill 50 percent of its space. It was planning a mammoth Thanksgiving Day issue.

The Record is running syndicated features and comics and plans to begin printing Sunday comic sections in full color early next month. An initial Sunday edition of 20 pages Nov. 13 (seven filled with classified ads) grew to 36 pages the following week and is expected to go higher.

The Record has been moving additional equipment into the printing plant it has leased and is arranging to expand further by printing additional sections of its Sunday paper in another plant.

The Record is being published by a corporation of which James L. Lecure of the Stereotypers is president, Guy Warner of the Pressmen vice president, and ANG International Vice President Kenneth E. Rieger secretary-treasurer.

The paper's growing revenue has enabled the Guild to pay its strikers an extra $20 a week over ANG and local benefits. The revenues will also be used to finance the full cost of the strikers' hospitalization insurance, canceled without notice by the company earlier in the month.

The strikers have been picketing in weather conditions that have included 9½ inches of snow and temperatures below 20 degrees. Among those who showed up was a college student who hadn't worked at the Blade since summer but reported dutifully when he was mistakenly sent instructions to picket.

The Toledo Guild has reported initial strike contributions totaling $500. They include the following:

St. Louis Guild	$150
Cleveland Guild	100
Seattle-Tacoma Guild	100
Cincinnati Guild	100

Record Debut

Toledo, Ohio — The Toledo Record, the Toledo newspaper unions' strike paper, had the normal problem of a strike paper's first issue compounded by the problems of election coverage.

The Record, making its debut the morning after Election Day, had six Page One stories on the results, including stories on state and out-of-state contests covered in the face of the lack of wire-service.

Despite this achievement, one subscriber called to complain about the paper's modest 12-page size.

"Madam," replied production manager John Mires, "were any of your children full-grown when they were born?"

Kingston Freeman Sold

Goodson-Todman Chain Adds Link

The Goodson-Todman chain has added the Kingston (N.Y.) Daily Freeman to its expanding newspaper kingdom in the northeastern area of the United States.

Purchase of the Freeman's stock by Mid-Hudson Publishing Inc. for an undisclosed price was announced Nov. 11. Mid-Hudson is headed by Ralph Ingersoll, president of several other Goodson-Todman enterprises.

The Freeman was bought from Lucia DeL. Klock, whose late husband, J. E. Klock, owned the paper from 1891 until his death in 1936.

Other Goodson-Todman papers include the Elizabeth Daily Journal, the Pawtucket Daily Times and the Delaware County Times in Chester, Pa., all, like the Freeman, under Guild contracts. The new company announced that it contemplates no changes at the Kingston paper.

Meanwhile, Sengstacke Publications, a Negro newspaper chain, has announced acquisition of the Courier newspapers, another Negro chain. Sengstacke publishes the Chicago Defender and other papers in Detroit, Memphis and Louisville; the Chicago Courier is excluded from this sale.

Acquisition of the Courier papers will expand the Sengstacke chain to 14 papers.

The Newhouse chain has joined the Bowaters Carolina Corp. in establishing the jointly owned Catawba Newsprint Co. Most of its output will go to Newhouse papers.

And the Federal Communications Commission has approved joint ownership of Boston radio and television stations WXHR by the Boston Globe and the Kaiser Broadcasting Co. They are being acquired for $1,750,000 from Harvey Radio Laboratories.

2 More Cities Ban Strikebreakers

Battle Creek, Mich., and Johnstown, Pa., last month became the 89th and 90th U.S. municipalities to enact antistrikebreaking ordinances.

Battle Creek, adopting the ordinance by a unanimous city-commission vote following defeat of an attempt to enact it earlier this year, became the first Michigan city to ban professional strikebreakers.

Johnstown's city council, in adopting the statute after it had been pigeonholed for two years, made the city Pennsylvania's second to ban strikebreakers.

75 Delegates Participate In Two Institutes

Seventy-five delegates from 11 locals attended ANG regional collective-bargaining institutes this month in Peoria and Toronto.

Totally, 175 delegates from 36 locals have attended the five regional bargaining institutes presented this fall. A sixth institute —the last of the calendar year— will be held in Allentown, Pa., Friday, Saturday and Sunday, Dec. 2 through 4, under sponsorship of the Middle Atlantic District Council.

Russell Irvine, associate director of research for the Canadian Labour Congress, joined Research and Information Director Ellis T. Baker and Collective Bargaining Director J. William Blatz in conducting the Toronto institute. Irvine discussed Canadian bargaining developments and economic prospects.

The Canadian District Council sponsored the weekend meeting Nov. 19 and 20.

The Peoria institute, sponsored by the Midwest District council Nov. 11 through 13, was conducted by Baker, Blatz, and ANG International Representative Charles Dale, who led a discussion on the use of the strike threat in bargaining.

The Canadian Council at a business meeting voted to continue active study of proposals to change ANG's name after hearing a report on the rejection of suggestions for changes made to the 1966 Convention.

It asked ANG to report to the council on overseas meetings to which the International Executive Board will appoint Canadian delegates and on the cutoff dates for delegate nominations by the council or Canadian locals. But it tabled a motion to press for action giving the Conference of District Councils official status under the ANG Constitution.

Orval R. McGuire, executive secretary of the Toronto Guild, reported widespread Canadian opposition to last month's decision by the International Executive Board to hold ANG conventions after 1967 in June, stating that school schedules would make it impossible for Canadian delegates to take their families to conventions held that early.

International Vice President Robert J. Rupert said he would ask the IEB to reconsider its action at the next board meeting, Feb. 13 through 16.

The Midwest Council asked International Vice President James B. Woods to seek means of speeding delivery of the Guild Reporter. Some delegates said it has been arriving as much as three weeks after publication, apparently as a result of delays in the Chicago postoffice. The next council meeting will be Jan. 7 and 8.

Wirtz Endorses 5% Wage Hikes

Secretary of Labor W. Willard Wirtz last week said wage increases of five percent a year are not "out of line in the present circumstances."

The cabinet officer, in a Nov. 16 address at Catholic University in Washington, pointed out that with the cost of living rising at a rate of 3.5 percent a year, a five-percent increase would represent a true gain of only 1.5 percent.

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VANCOUVER PROTEST: More than 400 delegates to the British Columbia Federation of Labour convention ring Vancouver's Courthouse Nov. 2 to protest jailing of four unionists for violating an injunction against picketing.

U.S. Wire Local Raps UPI's Canada Tactics

New York City—Scoring United Press International's intransigent stand in bargaining for an initial contract with its Canadian employes, the Wire Service Guild's executive committee last week called on UPI to start bargaining in good faith "immediately."

Following up the resolution, the Guild proposed that representatives of the U.S. and Canadian Wire Service Guilds, the New York Guild and ANG meet with UPI management "to avoid a later deadlock and the serious consequences that would follow."

The resolution cited a conciliation board's finding that Canadian UPI has refused to make "a solitary significant concession" in bargaining with Canadian Wire Service. "The Wire Service Guild will not stand idly by while Guild brothers and fellow employes of UPI are so grossly mistreated," it declared.

"If management is successful in its present negative tactics in Canada," the committee warned, "the methods may well be used against Guild members in the United States."

The resolution noted that Canadian UPI had offered a minimum of only $87.50 for experienced newsmen, more than $100 less than the top minimum for UPI newsmen across the border. It declared:

"The Wire Service Guild holds United Press International totally responsible for management's attitude as demonstrated in Canada, and insists that the company immediately start bargaining in good faith with a view to establishing working conditions that are acceptable to the UPI employes in Canada and which will not be offensive to their fellow workers in the United States."

The resolution was adopted Nov. 13 after the executive committee heard a report on the UPI negotiations by a delegation including Loyd Bulmur, secretary of the Canadian Wire Service Local, and ANG International Representative Brian E. Huggins.

The resolution was presented to UPI's U.S. management the next day.

Strike Is Voted At Canada UPI

Toronto, Ont.—Members of the Canadian Wire Service Guild's United Press International Unit have voted unanimously to authorize strike action in their quest for an initial contract.

The authorization, voted in mail balloting among UPI members in six cities, was announced Nov. 19, three days after a negotiating session in which management raised its offer of an $87.50 minimum for experienced newsmen to $100.

Further meetings are scheduled.

B.C., Ontario Labor Federations Step Up Anti-Injunction Drives

Vancouver, B.C.—Hundreds of delegates to the British Columbia Federation of Labour's annual convention marched around the Vancouver Courthouse this month in protest against the jailing of four union leaders for violating an antipicketing injunction.

The delegates — including two from the Vancouver-New Westminster Guild — convened the convention outside the Courthouse Nov. 2, the day before arguments on a court appeal by the convicted four.

A smaller group of delegates picketed during next day's court proceedings but dispersed when the court refused to continue the hearing while they marched. The convention had declined to picket on the day of the hearing.

The convention, in addition to protesting the jailings, voted an intensive anti-injunction campaign, including a defense fund to fight injunctions and assist jailed unionists, based on contributions of $2 a member. It also demanded a provincial law barring the use of strikebreakers.

The delegates voted to conduct a lobbying campaign for legislation against injunctions, to present a brief to the provincial cabinet, distribute 100,000 pamphlets on the issue and call a conference of all groups interested in the matter.

Among those who marched in the demonstration were William H. McLeman, executive secretary, and George Milne, treasurer, of the Vancouver-New Westminster Guild. The protest was against fines and jail terms of three to six months meted out to the union leaders for violating an antipicketing injunction at the Lenkurt Electric Co. plant here last summer.

The convicted unionists are Paddy Neale, secretary of the Vancouver and District Labour Council; Tom Clarke, vice president of Vancouver Local 1-217 of the International Woodworkers of America; Jeff Powers, president of the Marine Workers and Boilermakers Industrial Union, and Art O'Keefe, former business agent of Vancouver Local 214 of the International Brotherhood of Electrical Workers.

The court rejected Powers's appeal for a reversal of the conviction but did not rule immediately on the appeal of all four for a reduction of sentences.

The Guild delegation to the convention, in addition to McLeman and Milne, included Richard Evans, vice president of the Vancouver-New Westminster Local.

Minister Urges Antiscab Law

Quebec, Que.—Canadian Immigration and Manpower Minister Jean Marchand this month urged a federal law banning the use of strikebreakers.

Marchand, addressing law students at Laval University here, said that, under present law, a worker could wake up one morning and find himself replaced by a strikebreaker after devoting all his working life to his employer.

Kingston, Ont. — The Ontario Federation of Labour this month voted to intensify its campaign against antipicketing injunctions and urged a law banning the use of strikebreakers in legal strikes.

The federation acted at its annual convention here Nov. 7 through 9 after hearing appeals for extending the campaign by massive civil disobedience and a general strike.

The resolution, in addition to calling for an antistrikebreaking law and a heightened anti-injunction campaign, advocated the convocation of a special provincial convention on injunctions, if necessary.

Another convention resolution urged support of the New Democratic Party as the best means of obtaining sufficient legislative backing for an anti-injunction law.

An earlier resolution was sent back to committee after a number of delegates urged its strengthening. Several unions had submitted resolutions urging a one-day or two-day general strike against any use of injunctions or defiance of the courts until the jails were filled.

One, submitted by United Automobile Workers' Local 199 of St. Catharines, urged government seizure of Toronto's three major newspapers to force a settlement of the 28-month printers' strike and of the Tilco Plastics plant in Peterborough to end a Textile Workers' strike.

Injunctions against the Peterborough strike and the Toronto Guild's strike against the Oshawa Times last winter were responsible for triggering the nationwide anti-injunction campaign.

Toronto Guildsman Murray Tate, vice president of the Toronto and District Labour Council, told the convention that the battle against injunctions was a two-pronged one, declaring that "labor must take the fight to the streets and take the fight to the legislative arena."

But the resolutions for civil disobedience and government seizure were rejected in committee and did not reach the convention floor.

The Toronto Guild was represented at the convention by Glen Ogilvie, local president, and John Wolynetz.

Memphis Printers Win $27 Package

Memphis, Tenn. — The Memphis Typographical Union, bargaining under a strike threat with the expressed support of the Memphis Guild, has won a wage-fringe package totaling $26.81 over three years and a picket-line clause at the Memphis Commercial Appeal and Press-Scimitar.

The printers ratified the pact, which provides $16 in wages and $10.81 in other benefits, at a Nov. 16 meeting. The contract for the first time specifically permits printers to observe the picket lines of other unions.

The printers voted Nov. 6 to give full support to the Guild, whose contract with the Scripps-Howard papers expires Dec. 10.

Pay-Cut Move Contested At L.A. Examiner

Los Angeles, Calif.—The Los Angeles Guild is combating an attempt by Hearst's Los Angeles Herald-Examiner to downgrade from 12 to 20 drivers as part of a circulation-department reorganization.

The Examiner is seeking to impose a $15.25 weekly pay cut on the drivers in conjunction with a reduction of their duties to those of distributors. The Guild, citing a contract clause barring pay cuts, has taken the position that the drivers are, in effect, being dismissed and rehired in new positions and thus must receive severance pay.

The downgrading is part of a pilot program that has resulted in an increase of 37 district managers' jobs, with the managers working smaller territories and assuming distribution duties. Some of the drivers have been upgraded to managers, but others are being asked to take lower-paying jobs.

The jobs of some 12 to 20 part-time distributors are also being eliminated as part of the reshuffle.

The local has voted to take the case to arbitration if it cannot be resolved via the grievance route.

L.A. Challenges Firing Of Hollywood Leader

Hollywood, Calif.—The Hollywood Citizen-News and Valley Times discharged Guild unit chairman Eric Frankland Nov. 11, moving against him for the second time in six months. The Los Angeles Guild promptly challenged the firing.

The company said it was abolishing Frankland's job as telegraph editor on economy grounds. He was dismissed out of the prevailing order of seniority among deskmen.

The Guild's contract requires that length of service be the determining factor in economy discharges if general competency is "reasonably equal."

The discharge came barely two months after an arbitrator had vetoed a company attempt to transfer Frankland from telegraph editor to suburban reporter, holding that the move was prompted by Frankland's Guild activities. The arbiter cited Frankland's "exceptional prominence and effectiveness" on behalf of the Guild.

The Guild met with management Nov. 18 to protest the dismissal, but the company took the position the dismissal was not subject to grievance procedure. The Guild's representative assembly voted Nov. 22 to take the case to arbitration, along with another dismissal out of seniority at the same paper.

BNA Strike Aid Nears $15,000

Contributions to the Washington-Baltimore Guild's strike against the Bureau of National Affairs are nearing the $15,000 mark.

With the strike 201 days old today, the local had reported receiving $14,691.78 from Guild locals, district councils and other unions. Following are the most recent contributions:

St. Louis Guild	$ 50
Wire Service Guild	100
Terre Haute Guild	25
Portland (Me.) Guild	50
Cincinnati Guild	50
Boston Guild	50
Wilkes-Barre Guild	50.00
San Diego Guild	40
Detroit Guild	100
Columbus Guild	25
Los Angeles Guild	100
San Francisco-Oakland Guild	100
Sheboygan Guild	25
Meat Cutters' Local 2, Natick, Mass.	25

ABC Will Air Meany Speech

Portions of AFL-CIO President George Meany's address to the Guild's 1966 Convention will be broadcast over American Broadcasting Co. radio stations Dec. 11 through 18.

The address, to be featured on the AFL-CIO's weekly program, "As We See It," will be accompanied by excerpts from Meany's 1966 Labor Day message.

Low Wages Endangering Press Freedom, Federation Warns





AT SAN JUAN: At left, former Puerto Rican Gov. Luiz Munoz Marin, seated left, is presented to Leocadio Morais of Brazil, new secretary of the Inter-American Federation of Working Newspapermen, by outgoing secretary Alberto Schtirbu of Argentina, center. Others are ANG Secretary-Treasurer Charles A. Perlik, Jr., seated right, re-elected cochairman of the federation, and Luis Montanez, Jr., president of the host Puerto Rico Guild. Above, ANG International Affairs Representative John K. Sloan comments on the newspaper published by the federation's Guianan affiliate as Schtirbu looks on.

San Juan, P.R.—Delegates representing ANG and newspapermen of 22 other countries, meeting here last week, agreed that the wages they receive in many countries are so low and their working conditions so bad that a real threat to freedom of the press is developing.

The fourth congress of the Inter-American Federation of Working Newspapermen's Organizations decided that trade unionism is the only real basis for improving their lot.

Discussions, which in earlier congresses had emphasized professional aspects of journalism, were concentrated on practical trade-union methods.

A high point of the congress was a trade-union forum at which ANG International Affairs Representative John K. Sloan, inter-American representative for the federation, described its trade-union seminar program.

The congress noted that some full-time newspapermen in El Salvador receive as little as $40 a month for their work. It pointed out that practically no Latin-American newsman lives from one job alone, some spending as long as 12 hours a day at newspaper jobs.

Such conditions for newsmen can only weaken the press, the congress said, especially when they accompany a trend toward monopoly control of newspapers by political parties and any number of governmental restrictions on the press.

The congress twitted the Inter-American Press Association, a publishers' organization, stating that "the economic conditions of their personnel contrasts with their statements on freedom of the press." The Federation expressed its belief that economically secure newsmen are an essential ingredient of freedom of the press.

The 60 delegates, representing trade unions and professional organizations of some 60,000 newspaper workers, elected ANG Secretary-Treasurer Charles A. Perlik, Jr., and Jaime Humerez Seleme, executive secretary of the Bolivian Federation of Newspaper Workers, as cochairmen of the federation for the next two years. Humerez replaces Luis Carnero Checa of Peru, who had been cochairman with Perlik since the federation's organizational meeting in 1960.

Leocadio Morais, president of the Brazilian Federation of Professional Journalists, was elected secretary, while Nicolas Pentcheff of the Union of Free Journalists in America was re-elected treasurer.

Luis Montanez, Jr., president of the Puerto Rico Guild, was elected vice chairman for the federation's Caribbean-Guyana region, and ANG Vice President Robert D. Nordin of Vancouver was elected vice chairman for North America.

At-large-members of the federation executive committee will include ANG Vice President Daniel A. McLaughlin of North Jersey.

The congress called for close co-operation among all organizations of newspaper workers to attain common goals of an improved press, improved economic conditions for newsmen and a higher degree of freedom of the press.

Among projects proposed, either for immediate or future implementation, were:

► Continuation of trade-union seminars.

► Development of leaders who can serve as federation representatives in various regions of the hemisphere.

► A program of research into the economic conditions of newspaper workers, to be performed with the assistance of the Organization of American States.

► Regional conferences for such groups as the federation affiliates in English-speaking countries of the Caribbean.

The concept of industrial unionism for newspaper workers was embraced by the congress.

"We recognize," the congress stated, "that the organization which will best benefit all newspaper workers, of the news, commercial or administrative and graphic departments, is one which includes all workers.

"We applaud the fact that some of our organizations are industrial in membership structure, and we encourage our other members to take all possible steps in the direction of unity of all the workers in the newspaper industry."

Latin American activities of the International Organization of Journalists, a professional organization based in Prague, were viewed askance by the congress. The Inter-American group scored the IOJ for dealing only with professional and political matters, often in a way, the federation said, that tends to divide newspaper workers and stand in the way of trade-union progress.

Guild delegates to the congress, in addition to Perlik, Nordin, McLaughlin and Montanez, were President Arthur Rosenstock and Vice President George M. Muldowney of Wire Service.

The Puerto Rico Guild was host to the congress, which was held Nov. 15 through 18.

From Sit-Down To Sit-In

Negroes Treading Labor's Path

WHEN Negroes in the United States demonstrate for their rights they are only doing what other minorities have done before them—including the workers who built the nation's unions.

So writes Harry Golden, well-known essayist and editor of the Carolina Israelite, in an article entitled, "Did the Negro Invent the Sit-ins?", in Crisis, publication of the National Association for the Advancement of Colored People. Golden's son, Harry Golden, Jr., is a former president of the Detroit Guild.

"While most Americans pay lip service at least to the concept of civil rights," Golden writes, "there is a large segment who despise the Negro revolution for civil rights.

"Sooner or later the more articulate of these ask: Why is it none of the former minority groups ever needed a Freedom Ride, a sit-in protest or a street demonstration?"

This, of course, is simply not so, Golden points out.

"We should dismiss the myth that none of the other 'minorities' protested," he declares. "Indeed they did and won many a fight against injustice."

Among them, Golden points out, were the working men and women who fought for their civil and industrial rights and their freedom to join together in unions to protect and preserve these rights.

"Who can ever forget the Mayflower ladies who protested 'in the streets' for women's suffrage?" he writes. "Others fought to better a working wage and to establish some measure of dignity in the industrial jungle which saw women working 12 hours a day, subjected to a personal search when they left their machines to make certain no one had stolen a piece of ribbon.

"Those who think there were no protests forget the number of men and women who had their heads cracked on picket lines as they agitated for the right to band together to protect their interests.

"I can remember a teacher asking a boy in my classroom what his father did, and without guile the answer came back 'My father is a striker.'

"I remember a year-long bakery strike. The bakers received 30 cents an hour for a 10-hour day plus two loaves of day-old bread.

"Anyone who insists the Negro is the first American to agitate 'in the streets,' conveniently eliminates from history the 50 years' labor war with its attendant violence, its conscienceless hatreds.

"In Ludlow, Colo., the streets ran red with the blood of pickets and in Harlan County, Ky., the guards shot down the strikers who left the mines.

"In the mill villages of the South hundreds upon hundreds of men and women were daily dehumanized, and none of them were Negroes or immigrants or members of a minority; they were all Southern white Anglo-Saxon Protestants. . . .

"Those who think the Negroes *invented* the protest 'in the streets' forget the IWW, the Haymarket bombing, the assassination of the governor of Idaho, the bombing of the Los Angeles Times, the Molly Maguires and the Pinkertons."

Golden said that "when people say how come the Negro invented protest 'in the streets,' I recall when the police waded into a street demonstration of strikers [in New York], using their clubs over the heads of the pickets."

"I have a vivid recollection," he wrote, "of one demonstrator who refused to 'move on' lying on the ground and a policeman standing over him raining blows on his head, the cop shouting with each blow, 'Gaynor ain't mayor anymore.'

"I never forgot that, and I made it my business to find out what that cop meant. I discovered that Gaynor had taken the night sticks away from the police but that now Mitchel, the reform mayor, had restored their use, albeit 'under emergency conditions.'

"And of course the bleeding demonstrator lying in the gutter was an 'emergency'."

Interviews For Sale

Moscow, U.S.S.R. — Newspaper interviews have become a commodity like wheat and automobiles on the Russian market —at least for foreign newsmen.

Correspondents now must pay in the neighborhood of $50 a session if they want to interview a government official, the Wall Street Journal reports.

Interviews must be aranged through Novosti, a government press agency that charges daily fees, the Journal reports. Five interviews for one correspondent recently averaged $55 each.

Southam Press: The Profits Of Newspaper Investment

	Revenue		Profit After Taxes				Dividends				Retained Earnings		Depreciation	
	Annually	% Increase*	Annually	% Of Revenue	% Increase	Cumulative Since 1953	Annually	% Of Revenue	% Increase	Cumulative Since 1953	Annually	Cumulative Since 1953	Annually	Cumulative Since 1953
1953	$27,518,485	—	$2,196,683	8	—	$ 2,196,683	$1,050,000	4	—	$ 1,050,000	—	$ 3,497,787**	$ 677,714	$ 8,752,330
1954	28,625,729	4	2,327,780	8	6	4,524,463	1,200,000	4	14	2,250,000	$1,356,514	4,854,301	701,215	9,121,831
1955	30,812,726	8	2,623,590	8	13	7,148,053	1,312,500	4	9	3,562,500	1,272,518	6,126,819	792,013	9,925,648
1056	36,609,127	19	3,198,772	9	22	10,346,825	1,425,000	4	9	4,987,500	1,422,821	7,549,640	1,168,795	11,513,486
1957	35,307,564	–4	2,669,108	8	–17	13,015,933	1,500,000	4	5	6,487,500	1,169,108	8,718,748	1,242,736	10,611,217
1958	35,730,733	1	3,427,950	10	28	16,443,883	1,500,000	4	—	7,987,500	1,927,950	10,646,698	1,209,500	11,340,093
1959	39,283,462	10	4,569,340	12	33	21,013,223	2,137,500	5	43	10,125,000	2,431,840	13,078,538	1,156,885	12,077,976
1960	40,786,543	4	4,319,898	11	–5	25,333,121	2,400,000	6	12	12,525,000	273,072	13,351,610	1,098,068	13,144,238
1061	41,942,334	3	4,510,554	11	4	29,843,675	2,400,000	6	—	14,925,000	2,110,554	15,462,164	1,020,047	13,609,744
1962	44,215,669	5	4,773,061	11	6	34,616,736	2,550,900	6	6	17,475,000	1,422,120	16,884,284	989,843	13,337,754
1963	44,550,917	1	4,548,104	10	–4	39,164,840	3,450,000	8	35	20,925,000	211,488	17,095,772	1,071,732	14,108,369
1964	49,983,061	12	4,723,587	9	3	43,888,427	3,450,000	7	—	24,375,000	272,182	17,367,954	1,335,903	21,041,450
1965	65,390,047	31	6,846,045	10	45	50,734,472	3,600,000	5	4	27,975,000	2,797,014	20,164,968	1,934,041	22,906,729

*All percentages rounded off to nearest whole number.
**Includes unknown amount carried over from previous years.

Source: Southam Press Ltd. Annual Reports

The Presses Are Made Of Gold

Newspaper Investments Provide Southam Comfort

A crystal ball might have saved the founders of Southam Press Ltd. the qualms they apparently had early in the century about concentrating their business operations in newspaper publishing and printing while shedding "substantial" other investments made earlier.

Especially if that crystal ball could have shown them the Canadian publishing chain's financial reports for 1965 and the 12 years immediately preceding — the period analyzed in a study of Southam's profitability by ANG's Collective Bargaining Department.

The Southam founders would have seen their decision, which the corporation reports was "hammered out" among members of the founding family, paying off in the following manner:

► After-tax profits of $50,734,472 from 1953 to 1965, an annual average of $3,902,651 and 9.6 per cent of total revenue.

► An additional $22,906,729 charged off to depreciation over the 13 years, an average of $1,762,056 a year.

► Record after-tax profits in 1965 of $6,846,045, an increase of 45 percent over 1964. (It was a record amount even after subtracting a nonreccurring $1,337,344 profit on sale of investments.)

► After-tax profits amounting to 10.5 percent of total revenue last year and never lower than 7.6 percent in any of the years studied.

► Total revenue of $65,390,047 last year, higher by 30.8 percent than revenue of the year before and 137.6 percent higher than in 1953.

The decision to forsake all business but the newspaper and printing business appears in only slightly modified form in the company's recent annual reports as the second of Southam Press's "three basic policies":

"The company will have no financial interest in enterprises outside communications and printing."

And, according to its 1965 report to shareholders, daily newspaper publishing "continues to be the backbone of the company's business."

Southam owns and publishes seven dailies in Canada, ranging in size from the 7,500-circulation Medicine Hat (Alta.) News to the 127,500-circulation Edmonton (Alta.) Journal. It also publishes the Vancouver Province for Pacific Press Ltd. and owns a half interest in Pacific Press, which also puts out the Vancouver Sun.

It holds a 47-percent interest in a ninth daily newspaper, the Kitchener-Waterloo (Ont.) Record. A half interest is held in the Canadian, a weekly magazine supplement distributed to several Canadian newspapers, and in a firm that publishes a major Canadian daily oil bulletin.

Southam owns the weekly Financial Times, a national business newspaper, six wholly-owned subsidiary printing companies and Southam Business Publications Ltd., which publishes 53 business and professional magazines and annuals and produces five trade shows a year.

And it holds minority interests in several radio and television stations.

Dividends from Southam's holdings in the broadcasting field brought in $137,500 of 1965's total revenue, a gain of $50,600 over 1964. Income from Pacific Press was $680,000, up $52,000 for 1964.

Southam paid total dividends of $3,600,000 on its common stock last year—like its after-tax profits, a record amount. The 1965 dividend was 52.6 percent of the after-tax profit, a distribution of a smaller portion of the profit to shareholders than in any years since 1959.

A total of $27,975,000 has been distributed as dividends since 1953.

The 1965 report to shareholders says that Southam's share of the "start-up costs" for the Canadian magazine, which was launched during 1965, were all charged to 1965 expenses.

Other major expenditures during 1965 included: $3,398,000 for "additions and improvements to production facilities," $662,000 for controlling interest in a Montreal printing firm, $345,000 for a 38-percent interest in an Ottawa radio station and $633,000 for a 28-percent interest in a firm that holds "extensive interests in radio and television in Western Canada."

The chain also showed a $435,000 addition to its deferred income-tax reserve fund in 1965, bringing that fund to $1,077,000.

Two of the Southam newspapers are under Guild contract. At the Ottawa Citizen the top reporter minimum is $130.60; at the Vancouver Province it is $147.75. Its 1962 annual report stated: "Our wages and salaries are equal to, or ahead of, prevailing scales."

It's A Concrete Fact!

The plant is made of marble;
The presses are made of gold.

Thus, following the refrain of balladeer Joe Glazer's "That Heavenly Newspaper Plant," did the San Jose Guild introduce a recent bargaining leaflet citing "colossal" advertising linage figures for the San Jose Mercury and News.

A management spokesman waxed indignant at the next bargaining meeting. He said that the Guild was "deliberately misinforming its membership."

"There's no marble in the Mercury and News plant," he objected. "You guys can't tell the difference between marble and concrete aggregate.

"And there's no gold in the building, either. It's anodized aluminum."

Where The Girls Aren't

SDX Stays Monastic

Pittsburgh, Pa. — Women have been excluded for at least another year from any chance of belonging to Sigma Delta Chi, the national journalism society.

Delegates to the organization's 57th convention here this month voted 94 to 48 against admitting women after speakers voiced fear that SDX might become "a social society" and that present members might not "be able to exercise their full vocabulary."

"I like girls, but how would you like to have one as president some day?" asked one delegate. "The bed that we make, we will have to sleep in tomorrow," declared another.

"Women can stack up with the men," a defender of the sex asserted after an opponent asked "Do we want a Gay Girlie Club?"

After the subject had, in the words of the session chairman, been "covered from top to bottom," equal-rights advocates said they would try again next year.

LOCAL ELECTIONS

Akron

President, Donald Hawk; vice president, Carol Camp; treasurer, Eugene Winski; recording secretary, James Weber; corresponding secretary, Polly Pafilas; assistant corresponding secretary, Sheila Semonin.

Chicago

President, Lloyd Green; first vice president, Edward Gilbreth; second vice president, Robert Holley; third vice president, William Garvey; secretary, John Rowley; treasurer, James Lewis.

Providence

President, Merrill Bailey; vice president, Alan Saftel; secretary, Linda L. Lotridge; treasurer, Vincent Moloney.

Toronto Votes To Expand Dues-Schedule Top To $10

Toronto, Ont. — The Toronto Guild membership last month approved dues increases for members earning more than $135 a week.

In a change paralleling increases in ANG's Model Dues Schedule adopted at the 1965 Convention, the local established a new top of $7.50 as of Oct. 1 for those earning up to $150. It will rise to $8.75 next Oct. 1 for those earning up to $175, and to $10 Oct. 1, 1968 for those earning $195 and over.

Toronto members will vote Nov. 28 on referendum proposals to bring local-assessment rates into conformity with those for international assessments. Local assessments currently range up to $3 a week; International rates range to $6 a month.

The membership will also vote on a proposal to assess members for three months after the end of the current ANG assessment to replenish the local's depleted defense fund.

Book UNESCO Film, Farson Urges Locals

ANG Executive Vice President William J. Farson this week suggested that Guild locals arrange showings of "The Minds of Men," the story of the United Nations Educational, Scientific and Cultural Organization (UNESCO).

Farson, a member of the United States National Commission for UNESCO, noted that the film is being distributed at little or no cost in connection with UNESCO's 20th anniversary.

Copies of the film can be obtained by writing state film libraries or the UNESCO commission, care of the State Department, in Washington.

ITU Joins Fight On Ad Copying

New York City—The International Typographical Union has joined the American Newspaper Publishers Association in urging the second Circuit Court of Appeals to protect a newspaper's ownership of its ads.

The ITU, in a brief seeking reversal of a lower-court ruling upholding a shopper's reproduction of ads from the Brattleboro (Vt.) Reformer, argued that copyrights for ads rest in the publisher rather than the advertiser because both salesmen's and printers' skills go into them.

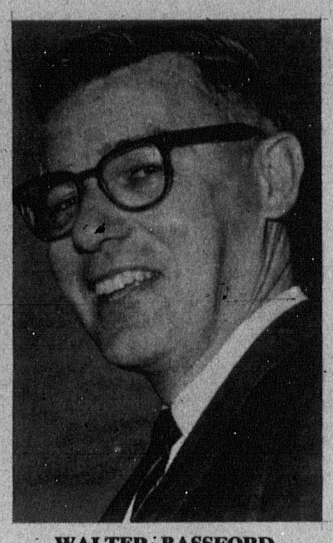
"Under the letterpress method," said the ITU's attorney, "the only way to appropriate composition would be to break in and steal the type. . . . The identical result is now available to anyone owning a camera."

reduce
WORLD BOOK
ENCYCLOPEDIA
Sales
HIT KINGSPORT PRESS WHERE IT HURTS!
UNION LABEL AND SERVICE TRADES DEPT., AFL-CIO

Zwiback To Quit ANG Office Post



RUTH ZWIBACK



WALTER BASSFORD

(Continued from Page 1)

Before joining the ANG staff she served 10 years as a bookkeeper in the Philadelphia office of the International Ladies' Garment Workers' Union.

Bassford, who will join the staff Nov. 28, has been accounts-receivable supervisor of the Washington Post's broadcast division, which includes radio-television stations in Washington and Jacksonville, Fla.

He began work at Washington station WTOP in 1953 after stints with the Air Transport Association and All-American Airlines. He became a Guild member in 1956, when the Post bought WTOP from the Columbia Broadcasting System.

Bassford became the Washington Local's treasurer in 1962 after serving as Post unit chairman and vice chairman. He was chief architect of the financial arrangements that accompanied the recently completed merger of the Washington and Baltimore locals, receiving a special award for meritorious service from the local early this year. He resigned as treasurer in September.

GUILD BRIEFS

Chicago, Ill. — Unlike many memorial funds, which are allowed to fade away within months, the Carlton Ihde Memorial Fund, set up in early 1963 to help the widow of the Chicago Guild's executive director, is nearing completion of its fourth year.

Ihde, a former ANG international representative and Chicago Daily News reporter, died in 1963 at the age of 34, leaving six children. Since his death more than $9,000 has been contributed to the fund by his friends, with the number of regular contributors, once as high as 55, now totaling about 30.

Along the way, the fund has been aided by Guildsmen who never knew Ihde but who wanted to help. It is administered by three trustees: Dan Sullivan and David Meade of the Daily News, and Burnell Heinecke of the Sun-Times.

●

Minneapolis, Minn. — Douglas Hall, Minneapolis labor attorney, was given the Twin Cities Guild's public-service award Nov. 5 for "outstanding contributions over a period of 20 years" in civil-rights battles and the war on poverty.

Hall was presented the award at the local's annual Page One Ball. Page One awards for outstanding writing and photography in 28 categories were also presented at the ball.

. . . Madison

(Continued from Page 1)

and $4.45 next May for daysiders and $5.50 at each step for nightsiders. The wage reopener comes six months before expiration of the two-year contract.

The contract also provides a 37½-hour week, four weeks' vacation after 20 years' service, and sick leave at half-pay for up to 50 days in line with the paper's contracts covering other crafts.

Coast Paper Defies Order To Negotiate

Los Angeles, Calif.—The South Bay Breeze this month notified the National Labor Relations Board that it will not heed a board order to bargain with the Guild on an initial contract covering its editorial employes.

NLRB Regional Director Paul A. Cassady immediately recommended that the board's general counsel seek a compliance order from the U.S. Circuit Court of Appeals.

The board last month directed the Breeze to recognize the Guild as a result of a series of unfair labor practices that resulted in a tie representation election last year. The board voided the election and certified the Guild as bargaining agent.

The board upheld an examiner's finding that the Breeze, lacking a "good-faith doubt" of the Guild's majority status, engaged in a series of unfair practices that "improperly affected the results" of the vote.

Pssst! It's 'S-s-s-f-fong'

A helpful guide through the pronunciation pitfalls of some Guild abbreviations has been provided by the San Francisco-Oakland Guild.

The local, in a newsletter published for employes of non-Guild newspapers in the Bay Area, points out that "ANG"—short for American Newspaper Guild—is pronounced "Ay En Gee," not "Ang," as in "bang."

And "SFONG"—the one-syllable rendering of San Francisco-Oakland Newspaper Guild—is pronounced, in hissing fashion, "s-s-s-f-f-fong," not "suffong."

"It takes a little practice," the newsletter concedes, "but most people master it after a few tries."

One of SFONG's pension consultants who pronounces it in the approved fashion kept confounding his clerks, who invariably asked him what he was talking about, the newsletter reported.

"To save time," it said, "he simply says, 'Get me that file on the Chinese pension plan, please'."

. . . CBC Pact

(Continued from Page 1)

temporarily in supervisory classifications. The flat differential for employes working in other higher classifications is increased $1, to $3.

A tenth paid holiday, St. Jean Baptist Day, is provided for Quebec employes. Retiring employes will be eligible for coverage under the company's medical-insurance program.

AMONG OURSELVES

Former ANG International Affairs Representative **Robert R. Cohoes** has been named a labor-information officer for the U.S. Information Agency.

He will be assigned to a post in Latin America.



Cohoes

Cohoes, 35, has been serving as a Labor Department consultant for the past year. A former cable-desk editor for United Press International, he served as an information specialist for the International Labor Office in Geneva and Washington after a 1960-61 stint on the ANG staff.

Another government information officer, former Portland (Ore.) Guild Vice President **Jack Rosenthal,** has moved from the Justice Department to the State Department with his boss. Rosenthal, who was director of public information under Atty. Gen. Nicholas deB. Katzenbach, is now a special assistant to Katzenbach as Under Secretary of State.

●

Joseph P. Ritz, former president of the Newburgh-Beacon Guild, is the author of "The Despised Poor; Newburgh's War on Welfare" (Beacon Press). Ritz, who covered the Newburgh welfare controversy that reverberated throughout the nation five years ago, concludes: "I haven't heard anger from welfare officials over the plight of the needy for a long time. This book is a plea for anger."

And Doubleday & Co. has published "All I Said Was . . .," a collection of columns by Chicago Guildsman **Paul Molloy** of the Sun-Times. Molloy's previous book, "A Pennant for the Kremlin," made the best-seller list.

●

A course on the New York press will be offered at the New School for Social Research by Guildsman **Bernard Lefkowitz,** a former New York Post rewrite man. The course will comprise a critical analysis of the decline of New York newspapers.

●

Former International Vice President **Morris Watson,** who retired last January as editor and information director for the International Longshoremen's and Warehousemen's Union, is writing and marketing feature pieces on the labor movement under the name of the Watson Labor Service.

●

Peoria Guildsman **Alan D. Harkrader, Jr.,** carried messages from 518 Peoria residents to relatives serving in Vietnam when he traveled to the war-torn Southeast Asian country to do a series of picture stories for the Peoria Journal Star this fall. Harkrader, an award-winning photographer and a veteran of the Korean war, asked for the assignment.

'Pride, Strength — And Cash'

Guild Contributions Cited By Barth

Both newspaper employes and the newspaper industry are better off because of the Guild, Washington Post unit members were told last month by one of their most distinguished colleagues.

Alan Barth, prize-winning editorial writer, noted author and a long-time Guildsman, addressed his fellow workers in a special bulletin distributed by the Washington-Baltimore Guild's bargaining committee.

"Membership in the American Newspaper Guild has been, for me, a source of pride, strength and cold, crinkly cash for the past quarter of a century," Barth wrote.

"Thirty years ago," he said, "I worked on a newspaper in Texas where there was no Guild. For $28 a week, I ran the whole editorial page—wrote all its editorials, edited the letters and columns and did the make-up, and I could look forward, in time, to earning as much as $35 a week, which was what the paper paid its best reporter.

"The Guild changed all that—there and in scores of other American cities. Building on Heywood Broun's crazy notion that even newspapermen were entitled to a living wage, the Guild lifted weekly pay checks in the trade to a point at which men could begin to think of newspaper work as a career rather than as an escape from reality.

"It changed journalism from a refuge for alcoholics and incurable romantics to a calling in which self-respecting men and women could hope to support themselves and even to raise families—could hope, in fact, to take a responsible place in the life of their communities.

"The Guild made it possible, in short, for people of character and ability to undertake newspaper work and to stay in it beyond their adolescence. In doing this, it seems to me that the Guild did more to elevate the standards of American journalism than all the resolutions of the American Society of Newspaper Editors and the American Newspaper Publishers Association put together.

"Reasonable and responsible editors and publishers have welcomed the Guild as a strong and effective bargaining agent striving to give their employes a fair share of a newspaper's earnings.

"They welcome a Guild in which all, or most, of their eligible employes are members because they know that such a Guild is most likely to be responsible and genuinely representative.

"They welcome a Guild which can speak for its members authoritatively concerning working conditions and grievances because they know that is the best way to promote a productive, harmonious labor-management relationship.

"I think the Guild has contributed immeasurably to the welfare and dignity of the Washington Post's employes—and, at the same time, to the growth and quality of the Washington Post."

Ottawa Guild Supports Pressmen's Stoppage

(Continued from Page 1)

Rupert, an ANG international vice president, told Southam that the Guild was supporting the Pressmen and proposed a compromise under which Villeneuve would be reinstated pending the decision of an arbitration board.

Southam accepted, as did the Pressmen, who had unsuccessfully offered the same proposal to their supervisor the night before.

Guild members had resumed work pending satisfactory conclusion of Rupert's discussion with Southam, which came 90 minutes after the pressmen quit work.

Four days later Citizen Business Manager Edgar Leigh filed a grievance charging that the Guild and the Pressmen "engaged in a strike" in violation of their contracts and the Ontario Labour Relations Act. It claimed "all damages resulting from said strike."

The Guild challenged the company's right to file a grievance under the contract and questioned what damages could be claimed in any event in view of the paper's publication on schedule.

Rupert was summoned by Editor Christopher Young Nov. 1 and told he would be fired if he led such an action again. The next day Guild members received letters from their department heads voicing a similar threat.

The Guild, in its post-stoppage bulletin, declared that it would continue to support "our sister union . . . whenever it is right."

The Guild, which is currently in bargaining for its own new contract, pointed out that its action had helped achieve "a fair trial" for a pressman "tried, convicted and sentenced" by the production manager at a critical moment in bargaining.

Local Copy

A PAGE FOR OFFICERS AND STEWARDS

Dailies' Ad Revenue Up More Than 8%

Newspaper advertising revenues will climb more than eight percent this year to 4.8 billion dollars, compared with 4.456 billion dollars in 1965, a newspaper advertising leader forecasts.

Charles T. Lipscomb, Jr., who heads the American Newspaper Publishers Association Bureau of Advertising, told the Dallas Advertising League last month that some 355 million dollars will be added to this year's newspaper-advertising revenues.

This would be the second largest annual gain since World War II, surpassed only by the 392.5-million-dollar gain of 1955.

Newspapers can look forward to a continued high rate of expansion as long as the nation's economy continues to grow, Lipscomb added.

The same week, ANPA Vice President J. Howard Wood noted that "the newspaper business since World War II has been growing faster than the U.S. economy as a whole."

Advertising Age last month predicted that newspaper national advertising would increase by 8 percent to $40 million dollars this year.

Newspaper classified advertising is up 10 percent over last year, twice the predicted gain, according to media records.

Writing in Editor & Publisher, Stanley E. Tinsness, classified manager of the Providence Journal and Bulletin, said volume is up almost 25 percent over the average of the past five years, "the greatest gain of all the linage categories reported."

Magazine advertising is also running eight percent above last year's income, according to the Magazine Publishers Association. Revenues through September totaled $812,703,699, it said, more than 60 million dollars ahead of last year.

Total advertising revenue for Canadian daily newspapers in 1966 is expected to reach 231 million dollars, some 17 million dollars higher than 1965's record-breaking 214.5 million.

All advertising categories have increased this year, according to the Canadian advertising magazine, Marketing.

Canadian pulp producers were urged last month to expand their facilities to meet a demand it was estimated would rise to 11.4 million tons in the next 10 years, compared with the 1965 total of 8.4 million.

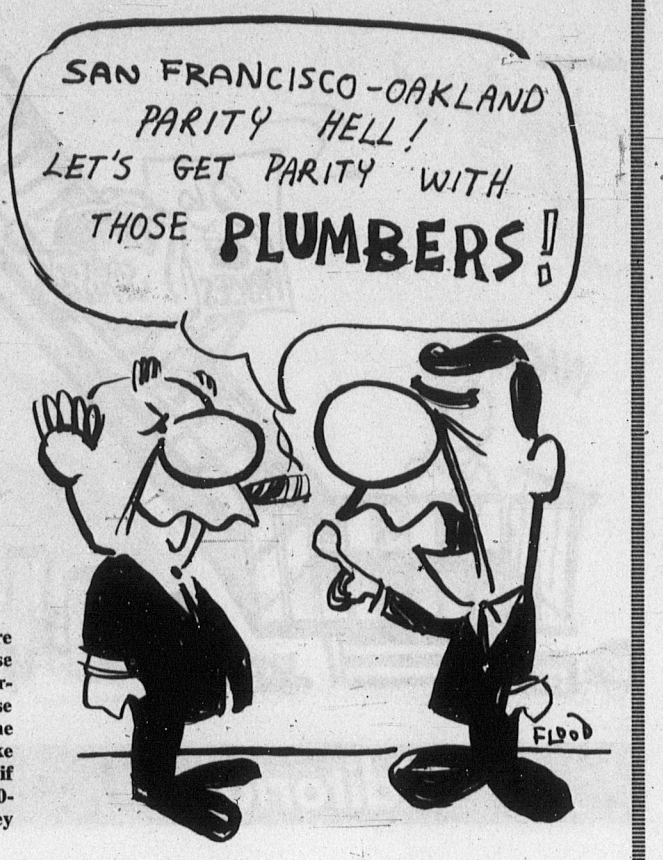
Irwin Maier, president of the Milwaukee Journal and Sentinel, told the Canadian Pulp and Paper Association in Vancouver that U.S. daily newspaper circulation would rise by 10 million, to 70.4 million, by 1975.

Newspapers reporting to ANPA used 8.1 percent more newsprint during the first eight months of 1966 than in the 1965 period.

Plumbers' Pay Hiked To $302.10

RICHMOND (AP)—Contra Costa County plumbers Tuesday signed a new contract that will bring them $302.10 weekly and $26.60 in fringe benefits in 1968. Plumbers work a 38-hour week.

The agreement, outgrowth of a July strike, brings the 500 Contra Costa plumbers in line with other San Francisco Bay Area plumbing scales.



This cartoon and clipping were posted side by side on San Jose Guild bulletin boards during current bargaining with the San Jose Mercury and News, in which the Guild last week authorized strike action. The Guild noted that if plumbers worked the same 40-hour week as Guildsmen, they would be making $318.

Rich Get Richer

Richmond's 10% Profit Margin Headed Higher

Richmond Newspapers Inc., already netting more than 10 percent on revenue after taxes, is expected to push its profit margin even higher, New York stock analysts have declared.

Wheat & Co. said in a stock appraisal that the company's profit percentage, already higher than the affluent Los Angeles Times Mirror Co.'s, will increase because of an eight-million-dollar investment in plant expansion and modernization.

The company, which publishes the Richmond Times-Dispatch and News-Leader and the Tampa Tribune, reported earnings of $1,836,440 for the first three quarters of 1966, up from $1,761,200 in the same period a year ago.

In 1965, Editor & Publisher noted in reporting the analysis, Richmond Newspapers netted 10.4 percent on 36.7 million dollars in revenue. The company's Tampa division, E&P said, had a net-profit margin of 10.1 percent on nearly 19 million dollars in revenue, while the Richmond division netted 10.7 percent on 18 million dollars.

By way of comparison, Wheat & Co. listed these other newspaper profit margins: Times Mirror Co., 6.8 percent; New York Times, 3.6 percent; Boston Herald and Traveler, five percent; Cincinnati Enquirer, 8.7 percent; Federated Publications, 9.5 percent, and Hartford Times, 6.4 percent.

The New York Times's profits continue to grow, however. It earned nearly a half-million dollars more in the first nine months of 1966 than in all of last year, the company said last month.

At the same time, it announced plans for an increased fourth-quarter dividend and a five-for-one stock split—its second in two years.

Earnings for the three quarters ended Sept. 30 amounted to $5,579,000, compared to $3,192,000 for the same period of 1965. They exceeded the record $5,131,301 earned for all last year.

Stockholders will vote Nov. 30 on a directors' proposal to increase nonvoting Class A stock to 2,250,000 shares with a par value of 40 cents from the present 450,000 shares with a par value of $2.

Class B voting shares, at the same par value, would be increased from the present 50,000 shares to 250,000.

Bidding for the 372,858 outstanding Class A shares was reported at $365 a share this month —more than 132 times its par value.

The directors announced their intention of paying a last-quarter dividend equivalent to 75 cents on the current shares, an increase from 60 cents paid in the third quarter.

Across the continent, shareholders of the Times Mirror Co., publisher of the Los Angeles Times, approved a two-for-one stock split and an increase in common stock from 6,365,000 shares to 17,500,000. Its quarterly dividend will rise by 20 percent in December, to 25 cents on present shares.

An 18-percent increase in earnings, to $14,053,541, was reported for the 40 weeks ended Oct. 2. The company earned $11,928,838 for the same period last year.

Cowles Communications Inc., which publishes the San Juan Star, two Florida dailies, Long Island's new Suffolk Sun and Look, Family Circle and Venture magazines, reported earning $1,947,000 in the first nine months of 1966, compared with $2,076,000 in the same period last year.

Southam Newspapers Ltd., which publishes eight Canadian dailies, reported income of $3,838,335 for the first nine months of 1966, compared with $4,048,108 in the same period last year.

The company attributed an 11 percent drop in the third quarter to the nonrecurring cost of moving Toronto printing facilities to suburban Weston and to the continuing cost of developing new publications.

Profits of Time Inc. for the quarter ended Sept. 30 were up more than 20 percent, totaling $7,039,000, compared with $5,708,000 for the same period last year. The company said revenues for the period were up 17 million dollars, to $122,052,000.

Continuing a series of expansion moves, Time last month bought 46 percent of Editions Robert Laffont, the first big acquisition in any French publishing house by foreign interests.

Esquire's earnings rose 179 percent while its revenue increased only 65 percent, stockholders were told in a report for the six months ending Sept. 30.

The company said it earned $1,770,150 during the period, compared to a first-half net of $633,567 in 1965.

Curtis Publishing Co., reporting a third-quarter loss of $1,830,000, said it expects to end the year in the black after years in the red. Its losses from 1961 to 1965 totaled more than 50 million dollars.

Norfolk: Merit Boosts Outstrip Minimum Increases

Merit-pay increases for reporters and deskmen at the Norfolk-Virginian-Pilot outstripped increases in minimums by an average of nearly 50 percent last year, payroll information from the company discloses.

In June 1965, when the reporter top minimum was $140, 41 fully experienced employes were averaging $153.95, or $13.95 more than the top minimum. The highest salary was $195.

A year later, after an increase of $4 brought the top minimum to $144, 41 fully experienced employes were earning an average of $159.75, or $15.75 more than the top minimum. The highest salary was $220.

Following is the 1966 salary breakdown for reporters and deskmen, as reported by management:

Top minimum	*Actual Salaries*
$144 after five years	13 on stepups
	8 at top minimum
	1 at 145.00
	1 at 146.00
	1 at 147.50
	4 at 150.00
	1 at 152.00
	1 at 152.50
	3 at 155.00
	3 at 157.50
	1 at 158.00
	6 at 160.00
	1 at 165.00
	1 at 167.50
	2 at 170.00
	1 at 173.00
	1 at 175.00
	1 at 180.00
	2 at 185.00
	1 at 210.00
	1 at 220.00

Newspapers Out-Earn TV

New York City—Why do investors pour money into newspapers? Because even more money comes pouring back out.

A Cowles Communications executive, explaining to the New York Times why the company was launching a new daily on Long Island, had this to say:

"We've found that papers return a higher yield on investment than television stations."

Company President Gardner Cowles said he expects the new Suffolk Sun to show a profit after 3½ years.

DAY BOOK

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

Midwest District Council, winter meeting, Jan. 7 and 8, Chicago, Ill.

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

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

'Do You Have The Feeling We're Being Followed?'



Editorial

The Pace Accelerates

The Guild's 1966 Convention last July updated ANG's wage goals to keep pace with increases in productivity and the cost of living.

But the cost of living is proving to be a pretty tough competitor to keep pace with.

It is only three months since the convention raised the wage goals to $292 for key positions and $146 for all adult jobs. But the increase in living costs, which have been rising at a sharply accelerated rate, has already made them obsolete.

An extravagant statement? Consider the following:

The convention calculated that as of last June increases in productivity and the cost of living since the Guild's first $100 wage goal was established in 1946 required that the goal be increased to $292.78 just to equal the 1946 figure.

But that was way back in July. Since that time, the Consumer Price Index has been rising at a rate of 3.5 percent.

What does that mean in terms of the Guild's wage goal?

It means that the $292.78 figure required to equal the 1946 goal had gone up to $295.99 as of September, an increase of more than $3 in three months.

At that rate the goal will have to be increased at the rate of $12 a year, putting it well over the $300 mark by next year's convention—without even considering the necessary increase for added productivity.

In the year that followed the Guild's first revision of its $200 wage goal to $270, increased prices and productivity made it necessary to elevate the goal by another $22.

But if the Guild's goal is lagging behind the cost of living, consider actual Guild wages. The highest key minimum provided under any contract is $210—to be reached in 1968.

Recent Guild wage gains have been substantial. But there hardly seems any room for self-satisfaction.

Plain Talk For UPI

Who says your best friend won't tell you?

United Press International of Canada knows better.

Last month a three-man conciliation board told UPI that it was refusing to grant the Canadian Wire Service Guild the minimum "that any union must have in today's environment." UPI's best friend on the board, H. D. Sparks, joined the other two members in denouncing its position.

Sparks, a retired electrical-company executive, was UPI's nominee to the panel. But the wire service's stand, a throwback to the Paleolithic Age of labor relations, was too much even for its own representative.

For UPI, in conciliation proceedings, had laid claim to "the unrestricted right" to set wage rates, fire employes and do virtually anything else to which the spirit moved it. About all it was willing to grant the Guild was a no-discrimination clause dressed up as union security.

No wonder the conciliation board, including UPI's best friend, denounced UPI for refusing to make "a solitary significant concession." And no wonder Canadian UPI Guildsmen have voted to authorize a strike.

IT SEEMS TO US

Censorship Is Charged In L.A.; Parker Replies

HOLLYWOOD, CALIF.

Editor:

It is shocking to have to report that CENSORSHIP—blatant and unabashed—has come to the Los Angeles Guild.

The facts: I wrote a letter recently to the Local's official publication concerning job security and the administrative officer. A referendum on the issue was in the offing.

The letter was accepted by the editor, printed and published. Hundreds of copies were made ready for mailing.

But then an officer, holding conflicting opinions on the subject, consulted with a few supporters and, rather than arrange for a rebuttal, they arbitrarily decided that my letter should be ERADICATED—just like that!!

The editor adamantly refused to kill my letter. So did the interim administrative officer. The issue was taken to the executive board — the phone poll being made by the objecting official!

With a 6-4 decision, the official ordered the complete issue of the newspaper DESTROYED and a new one printed — without my letter.

Freedom of the press — in a NEWSPAPER? Are you out of your mind or something?

ERIC FRANKLAND
Chairman
Hollywood Unit

P.S. All free-thinking Guildsmen and locals wishing copies of "The Letter That Was Banned In L.A." please send stamped, addressed envelopes to me at 2565 Glen Green, Hollywood, Calif. 90028.

LOS ANGELES, CALIF.

Editor:

Past files of the Guildsman, organ of the Los Angeles Newspaper Guild, make it clear this sort of material has not appeared. In LANG, political campaigns have always been waged by committees at their own expense and not in the Guildsman.

The executive board acted properly and within its jurisdiction, as specified in the local's by-laws, in supervising editorial content of the Guildsman.

I learned of the Eric Frankland letter to the Guildsman only after the paper had been printed, and I was able to reach eight of the 11 members of the executive board. The vote was 6-2 (one dissenting vote being Frankland's) to withhold the letter. Full explanation of the amendment was carried in a front-page story of the Guildsman.

If Brother Frankland had wished to wage a personal campaign, he could have done so, as other members have done in the past, at his own expense.

This is no more an attempt at censorship than a five-minute limit on debate is an attempt to stifle the viewpoint of a speaker. This policy does not apply only to Frankland. It has been in effect for many years and observed willingly by all the other members.

JACK PARKER
President
Los Angeles Guild

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

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

LABOR BEAT

United Automobile Workers' President Walter P. Reuther can't get 208 words of reply into Life magazine in response to thousands of words poured over the labor movement's head in the maazine's Aug. 26 issue.

On Sept. 16, Reuther sent Life a letter protesting "glaring inaccurarices and premeditated bias" in the article, citing three cases involving himself. One involved remarks made in Portland, Ore.; another placed a meeting between former Soviet Premier Khrushchev and U.S. labor leaders in Moscow, instead of San Francisco.

"The difference, I understand, is 5,870 miles," Reuther said, "which is about as close as your reporter came to the facts in his reporting of remarks I made in Portland."

Or as close as Reuther came to getting his letter into Life.

●

LIFETIME JOB

A lifetime job is the new bargaining goal of the Oil, Chemical and Atomic Workers Union in negotiations with major refineries.

The union is proposing that "regular and permanent" workers be guaranteed employment until they are retired under "adequate pensions." The companies, which want to eliminate jobs as they automate, are expected to resist.

●

Firefighters in Cedar Rapids, Iowa, have invoked the state's "right to work" law against a city directive that lieutenants, captains and other supervisory personnel drop their union membership. The law forbids depriving anyone of the "right to work at his chosen occupation" because of membership as well as nonmembership in a union.

PROHIBITION

Wines and brandies produced by A. Perelli-Minetti are the latest boycott target of the United Farm Workers' Organizing Committee in the Delano area of California.

Perelli-Minetti, which has refused to recognize the striking Farm Workers and has signed a contract with the Teamsters, produces wine under the Ambassador, Eleven Cellars, Red Rooster, Greystone, Guasti, Calwa, F. I. and Tribuno Vermouth labels, and brandy under the labels of Aristocrat, Victor Hugo and A. R. Morrow.

●

RENT BARGAINING

The AFL-CIO Industrial Union Department has joined with the United Automobile Workers and the Southern Christian Leadership Conference in organizing tenant unions in Chicago.

The IUD is providing both funds and staff help to organize unions that have called rent strikes and negotiated contracts with Chicago landlords. A citywide federation of tenants' unions is being set up.

The Guild Reporter

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

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American Newspaper Guild

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