

\$33 Washington Increases Yield \$233 Top At Post, \$228 At News

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Sacramento Wins \$200 Top, Wage Parity For Classified

Sacramento, Calif.—Top minimums for reporters, display salesmen and outside classified salesmen will go to \$200 under a new three-year Guild contract at the Sacramento Union.

The new top represents an increase of \$28.75 for reporters and display salesmen and \$43.75 for classified salesmen, bringing the latter to parity for the first time. General increases match the minimum increases.

The settlement also reduces the work week from 40 to 37½ hours in two steps.

The Union, with a circulation of 55,000, is the first paper outside major metropolitan areas on which a \$200 key minimum has been won. Top minimums of \$200 have also been offered in current bargaining at the Sacramento Bee and the San Jose Mercury and News.

The Union's reporter-display top goes up \$5 retroactive to June 1, \$5 Nov. 1, \$5 next June 1, \$9 June 1, 1968, and \$4.75 on the last day of the contract, May 31, 1969. The classified top minimum goes up \$9.50, \$5, \$10, \$9 and

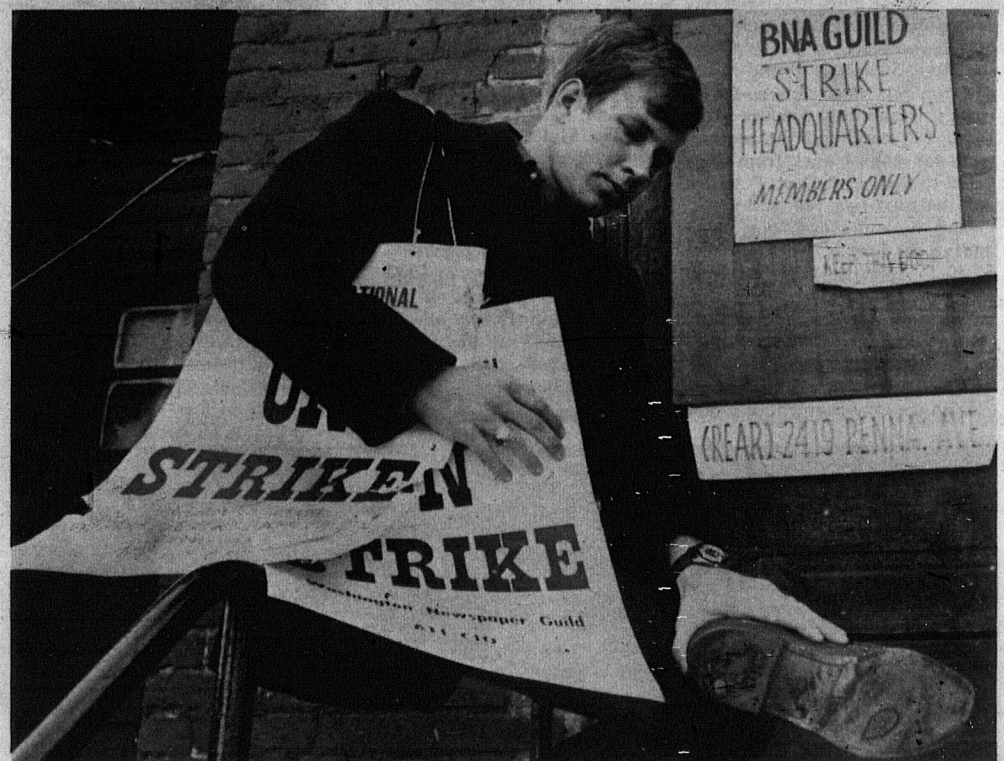
\$10.25 on the same dates.

The top in both cases is reached after six years' service, instead of five.

Other increases range from \$10.50 to \$16 in three steps on June 1 each year, with the top for senior bookkeepers up \$3.50, \$3.50 and \$4.50, to \$130.75; that for senior clerks up \$3.25, \$3.25 and \$4.50, to \$117.15; that for junior clerks up \$3.25, \$3.25 and \$4, to \$96.15; that for telephone sales personnel and stenographers up \$3.25, \$3.25 and \$4.50, to

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BNA Strike, Boycott Terminate As Move To Oust Guild Ends



SOLE CASUALTY: BNA striker Coleman Weidenbusch surveys the toll seven months of picketing has taken in

shoe leather as he prepares to hang up his picket signs for the last time following settlement of the Guild's 210-day strike at the reporting agency.

The Washington - Baltimore Guild's seven-month strike at the Bureau of National Affairs came to an end Dec. 5 after nonstriking employees withdrew a petition to decertify the Guild.

The withdrawal triggered signature of a settlement agreed to Oct. 14 but conditioned on disposal of the petition. The pact provides for wage increases ranging from \$7.75 to \$14.75 over two years, a 37½-hour week, maintenance of membership and improvements in contractual provisions for health insurance, sev-

erance pay and vacations.

With the end of the strike came an end to the Guild's boycott of BNA publications.

ANG President Arthur Rosenstock, Executive Vice President William J. Farson and Secretary-Treasurer Charles A. Perlik, Jr., announced termination of the boycott in a Dec. 5 letter to 75 international unions and hundreds of state, county and local bodies that have been observing it.

"BNA is once again the only all-union service in the labor-management reporting field," the of-

ficers said. "The American Newspaper Guild will be renewing its BNA subscriptions, and we recommend the service once again to all of organized labor and its friends."

Thanking the labor movement for its support of the BNA strikers, the officers said they doubted that the strikers could have preserved their bargaining unit "as a vital, effective instrument" without it.

"The value of your individual and collective help in settling this

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Classified Up By \$93; Union Security Won

General increases up to \$33, a \$93 increase in the top minimum for outside classified salesmen and a key top minimum of \$233, highest in any Guild newspaper contract, were won last week in a three-year contract at the Washington Post.

A parallel settlement reached a few hours later for editorial employees at the Washington Daily News provides similar increases, with a resulting reporter top of \$228.

Both settlements, reached on the brink of a strike, give the Washington-Baltimore Guild a seven-out-of-10 Guild shop for

Table of New Post Minimums . . . Page 2

new employees, the formula established by an arbitration board in last year's Baltimore Sunpapers strike and later incorporated into the Guild's Washington Star contract.

Top minimums for reporters and photographers at both papers and for display salesmen, administrative clerks, principal clerk's and librarian at the Post go up in four \$8.25 steps at nine-month intervals, the last coming after 27 months on March 1, 1969. Employees above minimum will receive the full increase.

Establishment of a new editors' group at 20 percent above reporter minimums will provide a top minimum of \$279.60 in the final step, the highest position minimum to be negotiated in any Guild contract. Other top position minimums will go to \$267.95, \$256.30 and \$244.65.

The \$233 minimum for reporters and ad salesmen is \$23 above the highest previously negotiated in any Guild contract—\$210 at the Washington Star.

The \$93 increase in the top for outside classified and real-estate salesmen at the Post will bring them to parity with reporters and display salesmen at \$233. They attain parity immediately with a \$68.25 increase to \$208.25.

From 75 to 100 other Post employees will benefit from reclassifications, including artists, copy, layout and ad-make-up men, whose top minimum will be raised \$53 to reach parity with reporters and ad salesmen by March 1, 1969.

Employees in all other categories and in lower steps of the top categories will receive four \$5 increases over the three-year period.

The settlements were reached Dec. 1, the day after contract expiration at both papers. Negotiators for the Guild and the Post met continuously for 16½ hours before reaching the settlement at 6:30 a.m. The News agreement followed that afternoon on almost identical terms.

Both units had voted unanimously to authorize strike action on expiration of the contracts.

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Arbiter Gives Thousands To 90 On Coast

San Francisco, Calif.—Some 90 Guild-covered employees at the San Francisco Examiner will receive several hundred thousand dollars in an arbitration stemming from last year's San Francisco newspaper merger.

Arbitrator Walter Galenson, upholding the San Francisco-Oakland Guild in a major portion of its case against the San Francisco Newspaper Printing Co., the papers' new joint production firm, ruled that the company must compensate classified advertising employees of the Examiner for commission payments discontinued following merger of the Examiner, Chronicle and News Call Bulletin in September 1965.

Some 40 present employees will receive an average of \$10 a week retroactive to Sept. 13, 1965, and in future pay checks. More than 50 others who lost their jobs in the merger will receive similar amounts for the six weeks they remained on the payroll.

Fred D. Fletcher, the Guild's executive secretary, said the award would mean "many hundreds of thousands of dollars" to the employees affected. Some will

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That Golden Press

Two Vancouver Papers Double Rate Of Profit

The efficiency with which the Vancouver Sun and Province have been converting revenue into profits has more than doubled in the last six years.

By so doing it has pushed Pacific Press Ltd. into the fortunate position of realizing more than three times the average 3.6-percent net profit on revenue of all Canadian manufacturing companies, according to a study by ANG's Collective Bargaining Department. Pacific Press, which publishes both papers, is owned equally by Southam Press Ltd. and F. P. Ltd., two of Canada's largest publishing chains.

The Pacific Press study is based on the unaudited reports of operations for the calendar years 1950 through 1965, as printed

in Southam's annual reports to its stockholders.

Among the study's findings:

► A 20-percent increase in total revenues last year over 1959.

► A 157.2-percent increase from 1959 to 1965 in before-tax profits as a percent of revenue.

► A 164.2-percent increase over the same period in after-tax profits as a percent of revenue.

While revenue dropped in two of the years studied, before-tax profits were lower than the previous year in only one of the six years in which comparisons were possible. And after-tax profits were higher in each succeeding year.

The after-tax profit of \$992,-

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\$33 Hike Brings \$233 Washington Top

(Continued from Page 1)

The News Unit had rejected a wage offer involving a \$225 top minimum two days before the settlement, and a local spokesman estimated that a third of the 700-member Post Unit voted against ratification of the final settlement there.

The modified Guild shop represents a long-sought breakthrough at both papers, where the Guild up to now has had only maintenance of membership. Under the agreement, management may select three out of each 10 new employees for exemption from the membership requirement—but the designated employees may still join if they wish.

The \$33 increase in the top minimums for principal and administrative clerks at the Post will raise the top for the former to \$183 and the latter to \$168. The librarian top will go to \$233.

Among those reclassified are four library assistants, upgraded to assistant librarians with a resulting \$40 increase to \$150 in the final step.

In addition to deskmen upgraded to the new 20-percent differential, four other jobs will be moved up from a 10-percent to a

What They're Getting At The Post

Following is a sampling of new minimums in the Guild's settlement at the Washington Post:

Job Title	Old	12/1/66	9/1/67	6/1/68	3/1/69
Suburban Editor	\$220.00 Top	\$249.90	\$259.80	\$269.70	\$279.60
Assistant Women's Editor	220.00 Top	239.49	248.97	258.45	267.95
Picture Editor	220.00 Top	229.08	238.15	247.22	256.30
Copy Editor	210.00 Top	218.66	227.32	235.98	244.65
Reporters, Display	110.00 Start	115.00	120.00	125.00	130.00
Salesmen	200.00 Top	208.25	216.50	224.75	233.00
Outside Classified	110.00 Start	115.00	120.00	125.00	130.00
Salesmen	140.00 Top	208.25	216.50	224.75	233.00
Principal Clerk	114.00 Start	119.00	124.00	129.00	134.00
	150.00 Top	158.25	166.50	174.75	183.00
Classified Phone	84.25 Start	89.25	94.25	99.25	104.25
Solicitor	121.75 Top	127.75	132.75	137.75	142.75
Clerks, Stenographers,	85.00 Start	90.00	95.00	100.00	105.00
Telephone Operators	110.00 Top	115.00	120.00	125.00	130.00
Secretaries	93.75 Start	98.75	103.75	108.75	113.75
	117.50 Top	122.50	127.50	132.50	137.50
Copy Boys	77.25 Start	82.25	87.25	92.25	97.25
	85.00 Top	90.00	95.00	100.00	105.00

15-percent differential.

The new \$208.25 top for classified outside salesmen is by far the highest in any Guild contract—\$31.50 higher than the previous

top figure, at the St. Louis Post-Dispatch.

The settlement also provides the highest prevailing Guild minimums in three other categories—stenographer, telephone operator and clerk, all at \$115. The top will go to \$130 in 1969.

The top for classified telephone solicitors, at \$127.75, is the fourth highest prevailing in that category. It will go to \$142.75 in 1969, for a total increase of \$21.

The new copy-boy top of \$90 is the third highest. It will go to \$105 in 1969.

Starting minimums for all but copy boys go over \$100, in many cases exceeding comparable top minimums on other Guild papers.

The settlements at both papers also increase the severance-pay ceiling two weeks in each year of the contracts, to 54 weeks at the Post, 50 weeks at the News. The service time for a fourth week's vacation is reduced from 14 to 12 years, and the requirement for a third week from three years to two next Dec. 1 and to one the following year.

The minimum daily car allowance at the Post is increased from \$2.50 to \$3. The News contract provides for a \$1-a-month increase each year in the company contribution for family health-insurance protection, to a total of \$10.

With the establishment of a new

multipurpose computer center at the Post imminent, the contract provides that the number of Guild-covered employees working in the center will be proportionate to the ratio of Guild work performed there.

The settlement at the Post, where the Guild's first key \$200 minimum was negotiated two years ago, was bargained by a committee headed by Administrative Officer Brian Flores.

Other committee members were Local President Joe Holt Anderson, Jr., Local Representative Michael Stuart, Unit Chairman Robert L. Asher, Robert F. O'Connor, John V. Reistrup, Dennis L. Wagner, Robert E. Baker, Joyce Couch, Charles R. Corrigan and David L. Graham.

Slight Disparity

The Guild's new Washington Post contract will increase the outside classified-salesman top minimum by more than the entire top-minimum salary for the job at three Guild papers.

The \$93 increase to \$233 exceeds top minimums of \$89.85 at the Duluth Herald and News-Tribune, \$83 at the San Juan Star and \$65 at the New Westminster Columbian.

Toledo Strike Extends ANG Assessments

The Toledo strike has made it necessary to extend the current series of assessments, ANG Secretary-Treasurer Charles A. Perlik, Jr., announced last week.

Perlik, in a letter to local treasurers, said the strike is costing the International Defense Fund \$15,000 a week in benefits, noting that reports from the bargaining table indicate management "is not yielding concessions of sufficient quality or quantity to warrant any optimism for early settlement."

Were assessments to be terminated with December's, as authorized, barring emergencies, by the International Executive Board in October, Defense Fund assets would fall sufficiently below the constitutional floor of a million dollars "to justify renewed assessments no later than February" should the strike extend into 1967, Perlik said.

"It seems far more prudent," he said, "to announce their continuation at this time than to stop for one month and then renew them immediately."

Accordingly, Perlik, acting under IEB authorization to continue assessments should emergencies so require, announced their continuation "until further notice."

Assessments will continue to be collected at the old rates despite a 1966 Convention action altering the rates slightly at four of eight salary levels effective Jan. 1, Perlik told the treasurers.

"This convention decision clearly was made in the context of a then-extant and continuing series of assessments," Perlik explained, "and just as clearly reflected a desire on the convention's part not to change the schedule while the current series continues."

"In the light of this legislative history, the IEB at its October meeting authorized application of the current assessment rates for so long as the present series continues. Once it terminates, any new series of assessments will be collected in accordance with the 1966 Convention decision."

Dues Cards Mailed

Dues cards for 1967 began going into the mail from ANG headquarters this week. They are being sent to local treasurers.

Ottawa Rejects Pledge To Cross Picket Lines

Ottawa, Ont.—The Ottawa Guild last week rejected an Ottawa Citizen demand that as a condition for a contract settlement it promise to order its members to cross other unions' picket lines.

The demand was produced during a conciliation hearing (Nov. 30, three weeks after Guild members at the Citizen had stopped work briefly in support of a pressmen's stoppage following an announcement that the pressmen had been fired.

Citing the stoppage and the Guild's announced intention of continuing to support fellow unionists, management demanded that the Guild "forthwith issue a bulletin instructing its members of their obligation to honor the collective agreement and the provisions of the Ontario Labour Relations Act" regardless of picket lines.

It said there would be no settlement if the Guild refused.

The Guild did refuse, pointing out that the company's demand would "require Guildsmen to ignore the principle that a good union member does not cross another union member's picket line."

The demand would also have required a Guild commitment "not to engage in any strike"

during the contract.

The demand was made in the midst of a conciliation session, and A. C. Dennis, chairman of the conciliation board, adjourned the meeting, declaring there appeared no point in continuing the sessions. He later called a new hearing for Dec. 14, however.

Guild members at the Citizen voted Dec. 7 to authorize strike action. On the same day the Pressmen, Stereotypers and International Mailers announced a strike deadline of Dec. 15 at both the Citizen and the Ottawa Journal after rejecting offers of \$7 in each year of a two-year contract.

A mass meeting of all unions at the two papers was held that night to "consolidate planning and achieve a more complete understanding of our common problems."

It was the first meeting of its kind in Ottawa newspaper-union history and was attended by more than 200 members of the Guild and five other unions.

The Citizen and Journal asked for new meetings with the craft unions following announcement of next week's strike deadline. A joint bargaining session was scheduled for Dec. 12.

The Guild is also bargaining with the Journal.

\$200 Top Minimum Won At N.Y. Times Station

New York City—Two-year wage increases averaging \$12 and other contract gains patterned on last year's Guild settlement at the New York Times have been won at the Times's radio station, WQXR.

The top minimum for advertising salesmen, commercial copywriters and special writer-programmers goes to \$200 retroactive to May 31 under minimum increases ranging from \$7 to \$17.05. General increases range from \$4 the first year and \$3 the second to \$8 and \$7.

The top for receptionists and stenographer-clerks goes up \$5

the first year and \$4 the second, to \$114.20, and the top for program-department clerks goes up \$5.50 and \$4.50, to \$122.20.

As at the Times, the Guild won a Guild-shop clause covering new employees, transition from a unilateral to a joint pension plan, and an automation clause barring dismissals or pay cuts for those who are full-time employees as of contract signing and for others after a year's service. The station must also notify the Guild four months in advance of new processes or equipment and must retrain affected employees.



BRAZILIAN VISITORS: ANG International Vice President George M. Muldowney, second from left, plays host to two vice presidents of Brazil's National Federation of Professional Journalists during a visit to United Press International headquarters in New York. From left, Frank Coffey, night editor of UPI Newspictures; Muldowney, Luiz Adolfo C. Pinheiro and Carlos Correio de Oliveira. Muldowney, who is picture production manager for UPI, also served as the Brazilians' guide on a tour of New York Guild headquarters and the Daily News.

Papers, 9 Unions Begin Joint Talks In Toledo Strike

Toledo, Ohio—Minor bargaining movement but no significant progress was reported this week as the Toledo Guild and eight other unions, united behind a single spokesman, met with three federal mediators and management of the strikebound Toledo Blade and Times.

Hundreds of Toledo-area unionists marched two abreast around the block on which the Blade plant stands in a one-hour demonstration of support for the strikers Dec. 8. More than a dozen unions were represented on the line, manned by Guildsmen, printers and stereotypers.

As bargaining resumed last week, the National Labor Relations Board issued an unfair-labor-practice complaint against the company for its continued refusal to provide the Guild with adequate payroll information for use in bargaining.

At a bargaining session Nov. 30 — the first for the Guild and printers since they struck Oct. 24 — the company improved its wage offer by a dollar over three years but refused to discuss joint union proposals on hours, holidays, vacations, pensions, contract duration and a common expiration date.

At a brief session the following day, the company rejected a modified union proposal of a \$12 plant-wide increase for one year. The Guild had been seeking a 12-percent increase.

A mediation session scheduled for Dec. 7 was canceled after union bargainers waited vainly half a day for management to appear. Talks resumed the following day, however, and another meeting was scheduled today.

The NLRB meanwhile ordered the company to appear at a hearing Jan. 19 on its refusal to provide the full payroll information to which the Guild is entitled under the law.

On Nov. 30, two days before the complaint was issued, the company released some additional data, but the Guild pointed out that management had omitted

Inflation?

Toledo, Ohio—Management of the Toledo Blade and Times pushed "What's My Line?" off the air last week to lay its own line on newspaper-strike issues before viewers of the paper's television station.

To prove that the strikers were unreasonable, Blade Asst. Managing Editor Don Wolfe said the printers already earn \$8,400 a year.

"If that's an offer, we accept," said Typographical President Dan Reetz. "It means an increase of \$18 a week."

more than 50 bargaining-unit members from the list.

The Guild has reported receiving \$2,579 in strike contributions, including the following not previously listed:

St. Louis Guild	\$175
Cleveland Guild	100
San Francisco-Oakland Guild	50
Wilkes-Barre Guild	50
Akron Guild	100
Terre Haute Guild	50
Seranton Guild	50
Los Angeles Guild	100
New York Guild	250
Seattle-Tacoma Guild	100
Wire Service Guild	200
Erie Guild	50
Kenosha Guild	25
Boston Guild	200
Youngstown Guild	25
Florida Guild	25
San Diego Guild	40
Albany Guild	100
Washington-Baltimore Guild	50
Memphis Guild	50
Lake Superior Guild	35
Middle Atlantic District Council	100
POI District Council	100



PAUL W. DUKE



WARREN ROGERS



ROBERT D. NOVAK

Novak, Rogers, Duke Named Judges For '66 Broun Contest

Columnist Robert D. Novak, Warren Rogers, Washington editor of Look magazine, and Paul W. Duke, congressional reporter for NBC News, will judge this year's Heywood Broun Award contest.

Feb. 1 is the deadline for entries in the contest, for journalistic work in the crusading spirit of the Guild's founder and first president. The winner will receive \$1,000 and a Guild citation at an awards luncheon scheduled for Feb. 13.

Employees in the Guild's jurisdiction on newspapers, news services, magazines and broadcasting stations in the United States, Canada and Puerto Rico are eligible, whether Guild members or not.

Selection of Novak, Rogers and Duke as judges was announced this week by Associated Press columnist James Marlow, chairman of the award committee. The judges will meet in Washington Feb. 11 to pick the winner.

Rogers is a former president of the New Orleans Guild and served on the Wire Service Guild's

AP bargaining committee for three years during the 1950s. Both Novak and Duke are also former Guildsmen.

Novak is coauthor with Rowland Evans, Jr., of the syndicated column, "Inside Report," as well as the recently published "Lyndon B. Johnson: Exercise in Power." An earlier book, "The Agony of the G.O.P. 1964" was published last year.

Novak worked for the Joliet Herald-News and the Champaign-Urbana Courier in Illinois before joining AP in Omaha after the Korean War. He covered state-house politics in Lincoln, Neb., and Indianapolis before moving to AP's Washington bureau in 1957. He was Senate correspondent, political reporter and congressional correspondent for the Wall Street Journal from 1958 until he teamed with Evans in 1963.

Rogers was named Look's Washington editor last May after 15 years as a Washington correspondent for AP, the New York Herald Tribune and Hearst

Newspapers. He had been Washington bureau chief for Hearst and author of a column, "Rogers Reports."

Rogers began his career with the old New Orleans Tribune in 1939, moving shortly afterward to the New Orleans Item and later to AP's New Orleans and Baton Rouge bureaus. He is the author of "The Floating Revolution," an account of the Portuguese rebels who hijacked the luxury liner Santa Maria, and "Outposts of Freedom," story of the first Medal of Honor winner in Vietnam.

Duke joined AP in Richmond in 1949, covering Virginia's state capital and other assignments before moving to the wire service's Washington bureau in 1959. He later served as congressional and political correspondent for the Wall Street Journal, joining NBC in 1963.

Duke, who won four first Virginia State News Writing prizes while working there for AP, is the author of numerous articles in the New Republic, the Reporter, Harper's and other magazines.

Violations Conceded

But Twin Cities Defends Disputed Pact

Minneapolis, Minn.—The Twin Cities Guild last week "conceded" it had submitted for ratification and signed a 42-month contract without permission of the ANG Contracts Committee but said the committee's denial of permission was "unreasonable, arbitrary and discriminatory."

"We contend," the local said, "that the Minneapolis Star and Tribune contract is a good one, by far the best we have ever negotiated and better than many the ANG Contracts Committee has approved for signing."

The local's position was set forth in a preliminary reply to charges that it had "willfully" violated constitutional contract-submission procedures as well as a specific constitutional prohibition against entering into contracts of more than two years without permission of the International Executive Board or the IEB Contracts Committee. The IEB has ordered a hearing on the charges Feb. 14.

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

The Contracts Committee, noting that no other Guild newspaper contract exceeds three years, cited the Minneapolis settlement for low general and minimum increases. It said that even the increase in the key top minimum

is, on a pro-rata basis, no more and even less than other locals obtained "by holding the line at three years" when the cost-of-living was rising less rapidly than it is now.

Noting that 38 Guild newspaper contracts have terms of longer than two years, Twin Cities said the Contracts Committee has never firmly and clearly established any "reasonable or clear" criteria governing the acceptability of long-term contracts.

"Locals are entitled to clear-cut policy which can be applied uniformly and with equality," the local declared. "The Contracts Committee has shifted from contract to contract, using an ill-defined, vague and shapeless policy which gives a local uncertain footing as it tries to balance itself at the bargaining table."

Asserting that it could find no convention action distinguishing between three-year and 3½-year contracts, Twin Cities noted that the Contracts Committee had permitted the Great Falls Guild to sign a 36-month contract with the Great Falls Tribune (owned by the same corporation as the Minneapolis Star and Tribune) providing increases of \$15.80 in two key minimums and \$22.59 in a third.

The key Minneapolis top minimum goes up \$26.50 in the first three years and \$33.50 in 42 months, Twin Cities pointed out, noting that, while the Contracts

Committee cited the Minneapolis settlement for a low general increase, the Great Falls contract contains no general increase.

Earlier this year, the local added, the Youngstown Guild was allowed to sign a three-year contract with the Youngstown Vindicator providing \$19 at the key top minimum, and in March 1965 the Toronto Guild was permitted to sign a three-year contract with the Toronto Telegram providing \$13 at the key minimum.

"We submit that the Contracts Committee failed to use uniform rules when it evaluated these and other contracts and discriminated against the Twin Cities Guild," the local declared.

Noting that the unit voted 129 to 57 to accept the 3½-year contract in preference to a wage opener, the local emphasized that this was the first time in the unit's 33-year history it had not heeded the Contracts Committee's advice.

"We were torn between two loyalties," it said, "the responsibilities to our own members . . . and the responsibility of respecting the wishes of the Contracts Committee."

"We could not, by any stretch of the imagination, see how we could be harming any other local at the bargaining table by our acceptance action . . . and most of us felt that we would be harming the members of our local if we turned down the settlement. It seems to us that no one can

evaluate our own interests better than we can."

The local reviewed details of the wage settlement set forth in an earlier statement (GR, Nov. 11) and cited other gains, including a \$3-a-week increase in medical insurance and creation of bonus circulation districts that will bring an additional \$20 a week to 12 of some 60 district managers whose contract minimum goes to \$153.

The local said the settlement, under which the reporter top minimum moves from third highest to highest among union wage rates at the paper, breaks through an historic plant wage pattern, a breakthrough it said "has long-range implications for our local which should not be minimized."

Strike Voted In Memphis

Memphis, Tenn.—Guild members at the Memphis Commercial Appeal and Press-Scimitar unanimously voted strike authorization Nov. 27 in their quest for a new contract.

The union rejected a management money offer of \$4.85 in each year of a two-year contract and authorized the local executive committee to call a strike at any time after contract expiration at midnight tomorrow.

Arbitration Set In Dismissal Of Frankland

Hollywood, Calif.—The Hollywood Citizen-News and Valley Times bowed this week to a Guild demand that it submit the dismissal of Guild unit chairman Eric Frankland to grievance and arbitration procedure.

The agreement came as the Los Angeles Guild was preparing to go into court to force arbitration of the firing. Management had claimed the dismissal was not subject to grievance procedure.

A contract clause won earlier this year provides for arbitration of dismissals, which must be in reverse order of seniority if competency is "reasonably equal." Frankland, who is telegraph editor, was fired out of seniority on the ground of economy, which the Guild charged "was not the true reason."

The company on Nov. 25 dismissed three more deskmen with less seniority than Frankland. It had earlier discharged three other deskmen, also on economy grounds.

It has been using exempt personnel, a reporter and even a photographer to fill their jobs in violation of the contract.

Toronto Gains Cost-Of-Living Clause, \$14

Toronto, Ont.—Editorial minimums at the Toronto Globe & Mail will rise by from \$8 to \$14 under a new 30-month Guild contract that also provides for cost-of-living increases.

The settlement, in addition, contains gains in severance pay, vacations, automation protection, pensions and hospitalization insurance.

The top minimum for reporters and photographers goes up \$5 retroactive to last Jan. 3, another \$5 retroactive to Aug. 15 and \$4 next Oct. 9, to reach \$164. Minimums go up similarly for editorial writers, cartoonists and assistant news editors, to \$199, and for writemen and deskmen, whose top will go to \$174.

The cost-of-living clause provides weekly increases ranging from 25 cents to 50 cents, depending on salary, for each one-point increase over 147.2 in the Consumer Price Index for Toronto. The index now is 148.2.

Canadian living costs have been rising at an annual rate of three percent, with Toronto among the hardest-hit areas. The Canadian Consumer Price Index has risen four points in the past year.

The Globe & Mail's night differential is increased 30 cents a shift, to \$1.80, for all employees except copy boys, whose differential goes up 20 cents, to \$1.20.

A limited automation clause is improved to require three months' notice to the Guild of new equipment that will result in staff reductions, with such reductions to be accomplished by attrition rather than dismissals. Retraining must be provided at company expense, with no pay reductions.

The service requirement for a fourth week's vacation is reduced from 18 weeks to 13 and that for three weeks is cut from 18 months to a year. The severance-pay ceiling goes up one week, to 40.

The agreement requires the company to pay the employer's share of contributions under the Canada Pension Plan without reducing company pensions. Half the cost of payments to the Ontario Hospital Services Commission Plan will be added to other company medical-insurance payments.

Company payments to photographers using their own equipment will be increased \$10 a quarter, to \$60. The minimum pay for employees called back to work is increased from a half hour to four hours, and a no-discrimination clause has been added.

A picket-line clause, included in the contract for the first time, stipulates that Guild editorial members shall not be required to cross picket lines raised by the Guild's other two units at the Globe & Mail provided they honor them when they first go up.

Prices Continue Upward Climb

The U.S. Consumer Price Index rose another .4 of a point to 114.5 in October, 3.7 percent higher than it stood a year ago. It was the ninth consecutive month in which living costs rose.

The October increase more than wiped out an 11-cent weekly increase in the average after-tax earnings of factory workers, cutting the real purchasing power of a worker with three dependents by 22 cents.



CORONATION NIGHT: Pawtucket Times newsgirl Kathy Gauthier is crowned queen of the Pawtucket Guild's Page One Ball by Maureen Neilsen, last

year's queen, as runners-up—from left, Donna Manus, Jeanne Carney, Lydia Sabatini and Dianne Shaw—stand in waiting. Proceeds of the annual ball are used to finance a \$300 college scholarship.

High Court Rejects Review, Dailies Must Bargain Separate N.Y. Pacts

The Supreme Court this week refused to review a lower-court ruling that New York City publishers must bargain individually with the New York Typographical Union.

The high court's decision left standing a National Labor Relations Board finding that the publishers were guilty of an unfair labor practice in refusing the union's request for individual rather than joint bargaining.

The publishers had appealed the lower-court ruling, which held that unions have the same right as employers to withdraw from joint-bargaining units.

In New York, Typographical Union President Bertram A. Powers said the decision would remove an impediment to bargaining created by the right of individual publishers to veto any settlement negotiated by the Publishers Association. The association, he added, has always bargained on the basis of the weakest newspaper's ability to pay.

Powers said the union would have no objection to negotiating with the association if the publishers wish but that it would insist on separate contracts in the forthcoming round of bargaining.

New York newspaper unions, including the Guild, were scheduled to meet with the publishers today in a joint session preliminary to the start of bargaining for new contracts to replace those expiring next March 30.

Thomas J. Murphy, executive vice president of the Guild, was among 90 union officers, corporation executives and labor mediators who attended a Nov. 21-23 conference on labor-management problems in Harriman, N.Y., un-

der auspices of the American Arbitration Association.

Murphy, who last week was elected interim chairman of the New York newspaper unions' Unity Committee, attended the

conference together with Powers, several New York City publishers and Theodore W. Kheel and David H. Cole, who have mediated recent New York City newspaper strikes.

Contest Closes Feb. 1 For Service Award

Nominations for ANG's 1967 Guild Service Award must be submitted by Feb. 1, Research and Information Director Ellis T. Baker has notified local presidents.

The award, given annually for outstanding Guild service at the local level, carries a scholarship of up to \$1,000 for a course of trade-union education.

The winner will be selected at the International Executive Board's February meeting.

"Nothing is more essential to the continued growth and success of the Guild than informed, effective local leadership," Baker declared in a letter to local presidents, noting that the purpose of the award is to recognize and encourage such leadership.

Among the trade-union courses available for next year's winner, Baker reported, are three-week residential courses at the United Automobile Workers' Leadership Studies Center in Detroit and the United Steelworkers' Staff Institute in Pittsburgh.

More extended courses are available at the Labour College of Canada in Montreal, at Indiana University (under Steelworkers' auspices) and at Harvard, Baker noted.

Baltimore Lockout Legal, NLRB Rules

The National Labor Relations Board has upheld an examiner's finding that Hearst's Baltimore News American did not violate the law by locking out its employees during the Guild's 1965 strike against the Baltimore Sunpapers.

The board rejected an appeal by the Teamsters' and Typographical unions against the finding, which held that the unions violated their joint contracts with the two papers by observing the Guild's picket line at the Sun.

The board also upheld the examiner's rejection of a Sunpapers' claim that the Guild had engaged in an illegal strike.

Guild Plea Gets Jobless Pay In N.Y. Merger

New York City — A state unemployment-insurance appeals board last month awarded up to seven weeks of additional unemployment benefits to employees made jobless by last spring's New York World Journal Tribune merger.

The board upheld the New York Guild's contention that employees severed from the merged papers' payrolls were not involved in the Guild's strike against the World Journal and should not have been required to wait out a seven-week penalty period before collecting benefits.

The board held that full benefits should go to severed employees whether they resigned voluntarily or were dismissed.

The ruling will mean extra benefits for employees who did not collect the maximum of 26 weeks' unemployment payments before obtaining other jobs.

The Guild, meanwhile, has initiated nine arbitration proceedings against the World Journal as a result of wide-ranging grievances following the merged paper.

Dial-A-Job Try Held Adequate

Albany, N.Y.—A state unemployment-insurance appeals board has ruled that attempts to find a job by telephone are sufficient to qualify for unemployment insurance—at least when the applicant is a former classified telephone collector.

The board, overruling a referee's decision, upheld the New York Guild's appeal on behalf of an employee terminated by the New York Post last year with severance pay and a pension.

The referee, in denying the employee's application for benefits, contended that she had not tried hard enough to obtain a job, confining her inquiries to the telephone. But the board pointed out that this had been her mode of solicitation in more than 20 years on the job.

er's debut in September. Fourteen other disputes are nearing the arbitration stage.

The Guild sent six cases to arbitration after a ten-day grievance session last month failed to resolve more than a handful of 48 matters in dispute. Three cases had been sent to arbitration earlier.

Among the issues scheduled for arbitration are the rehiring of editorial employees out of seniority, the substitution of a syndicated bridge column for the Herald Tribune's bridge columnist and the performance of photo-laboratory work by photographers. Numerous job classifications are also in dispute.

Guild Executive Vice President Thomas J. Murphy, in notifying World Journal labor-relations manager John Bogart of the decision to seek arbitration, said that even were the Guild correct on only half the issues in dispute, "it would mean that management is completely indifferent to its obligations under the Guild contract."

SFONG Moves

San Francisco, Calif.—The San Francisco-Oakland Guild moved into its own headquarters building at 433 Natoma St. Nov. 22, surrendering rented quarters on Market Street.

UPI President Rejects Meeting On Canada

New York City—UPI President Mims Thomason has rejected a Wire Service Guild proposal that management meet with representatives of the U.S. and Canadian Wire Service Guilds and ANG to avert a deadlock in negotiations for an initial contract covering Canadian UPI employees.

Pension Plans Strengthened In St. Louis

St. Louis, Mo.—Guild-covered employees at the St. Louis Post-Dispatch and Globe-Democrat will receive substantially improved pensions under a revised plan announced late last month.

The plan will raise the base salary figure on which pensions are calculated and will increase the percentages of salary paid in pensions.

The improvements, put into effect by the Post-Dispatch retroactive to Jan. 1, were in accord with a pledge made at the time a new Guild contract was settled earlier this year, when provision was made for reopening the entire contract should improvements contemplated by the paper fail to receive Internal Revenue Service approval. The agency has approved them.

The plan will go into effect automatically at Newhouse's Globe-Democrat under a contract clause requiring that improvements matching those at the Post-Dispatch be incorporated in the Globe-Democrat's Guild-management pension plan.

Under the revised plan, retired employees will receive pensions of one percent of the first \$550 of average 1965 monthly salary and 1 1/4 percent of the remainder, both multiplied by credited years of service (after five years' service and age 35) before 1966, plus one percent of the first \$550 of average monthly salary after Jan. 1, 1966, and 1 1/2 percent of the remainder, both multiplied by subsequent years of credited service.

Formerly, benefits were computed at 3/4 of one percent of the 1944 average for service before 1944 and one percent thereafter, basing the pensions on lower-salaried years.

The plan also raises minimum pensions after 20 years' service from \$65 to \$100 a month, with no employee to receive less than a third of his monthly 1965 salary reduced by \$45 or a third of his subsequent average salary similarly reduced.

The Post-Dispatch is paying monthly medicare payments of \$3 for retired employees as well as continuing the company's share of life-insurance premiums and the payment of health-insurance premiums.

Thomason, in a letter to Ray Mann, administrator of the Wire Service Guild, said "no useful purpose" would be served by such a meeting because Canadian UPI "operates autonomously."

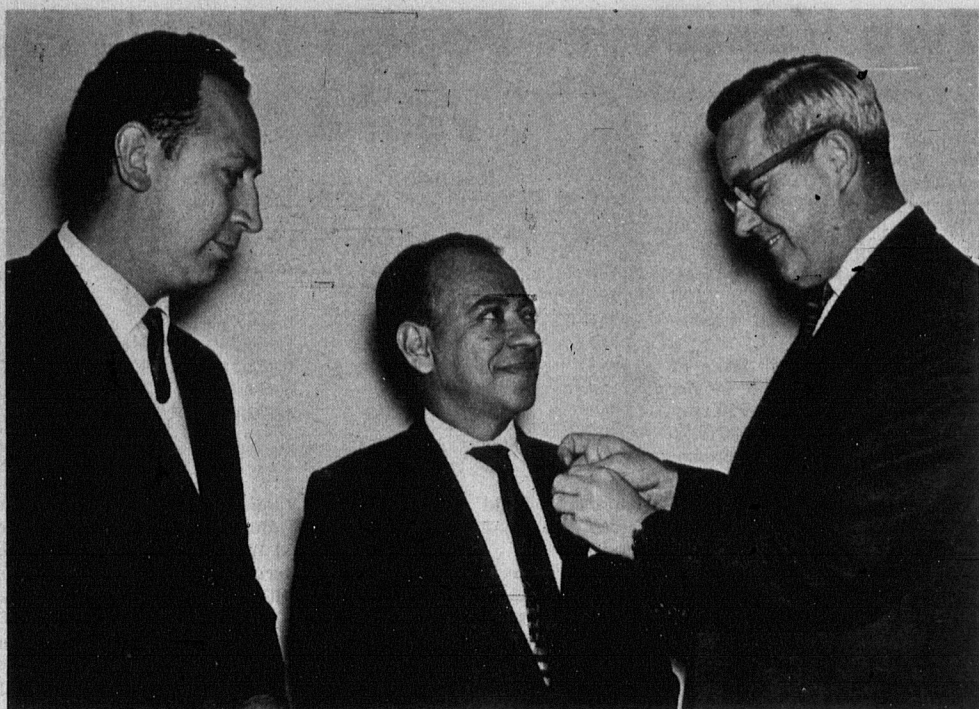
He voiced confidence that Canadian UPI management is bargaining "in good faith"—a step that a conciliation board last month felt it necessary to call on UPI to begin after accusing it of failing to make "a solitary significant concession" to the Guild.

Thomason, who voiced hope that the Canadian Wire Service Guild would elect to negotiate a contract rather than calling a strike, made no reference to the conciliation report, which said UPI had failed to grant "the minimum provisions that any union must have."

The U.S. local's executive committee, which had called for the four-way meeting last month as bargaining continued to lag, replied that Thomason's disclaimer of responsibility for Canadian UPI affairs was "difficult to accept in view of the fact you are listed as president of the Canadian company."

Voicing regret at Thomason's refusal to meet, the executive committee warned that "contrary to what you say, the Wire Service Guild does hold you responsible for actions of United Press International of Canada."

There has been no significant movement in bargaining since Nov. 16, when UPI increased its wage offer to \$100 for experienced newsmen, \$90 below the equivalent U.S. minimum.



WARM RECEPTION: ANG Secretary-Treasurer Charles A. Perlik, Jr., affixes a Guild pin to the lapel of Leicadio Morais, newly elected secretary of the Inter-American Federation of Working Newspapermen's

Organizations, as Jaime Humerez Seleme, the federation's new cochairman, looks on. The presentations were made at an ANG reception in Washington for the new officers following their election at the federation's congress in San Juan last month.

Guild Aid Sought

Texas Farm Strike Seen Critical

If the Texas farm workers' strike is "crushed by brute force," it may be decades before another attempt is made to organize, a farm workers' leader warned last week in a letter seeking ANG assistance in telling the strikers' story.

Eugene Nelson, an organizer for the Farm Workers Organizing Committee, stated the strikers' plight in a letter thanking ANG Secretary-Treasurer Charles A. Perlik, Jr., for an ANG contribu-

tion to the Starr County strike. "The nation should know what is happening here in President Johnson's own state," Nelson said. "I'd like to take this occasion, through you, to call upon the press of America to tell the entire story about Starr County. If the entire story isn't told soon, it may be too late."

"We are attempting to defend ourselves against the combined wrath of wealthy growers, corrupt local officials and the Texas Rangers. False arrests, intimidation and police brutality are the order of the day."

"Only the recent arrival of an FBI agent from Washington has at least temporarily brought relief from the unscrupulous tactics of those who would crush the aspirations of the poor in Starr

County, the poorest county in Texas and the 16th poorest in the U.S."

In thanking ANG for its contribution, Nelson declared that "it is only through the generosity of other unions that we are able to continue with our struggle to obtain union contracts and decent wages for the lowest-paid segment of our population."

The farm workers have been on strike since June 1 for a minimum wage of \$1.25 an hour; they are now paid from 40 cents to \$1.

Last month a Starr County grand jury denounced the strike as "unlawful and un-American," and ten pickets were arrested by the Texas Rangers under an anti-picketing statute previously ruled unconstitutional by the state Supreme Court.

Ex-IEB Member Takes Top Plain Dealer Post

Cleveland, Ohio—Former ANG International Vice President William M. Ware became executive editor of the Cleveland Plain Dealer Dec. 1.

Ware, who has been night managing editor, is a former president and treasurer of the Cleveland Guild as well as a former chairman of its Plain Dealer Unit and president of the Pennsylvania-Ohio-Indiana District Council. He was a member of the International Executive Board from



Ware

1951 through 1953, resigning on his promotion to an exempt post.

A former president of the Board of Education in nearby Mentor, Ware has headed the Northeast Ohio School Boards Association and served a term as vice president of the Ohio School Boards Association. He was chairman of the Ohio State House Conference on Education in 1961 and two years later served as keynote speaker at a similar conference in Nebraska.

Ware has served as president of the Greater Cleveland Chapter of Sigma Delta Chi and as secretary and vice president of the American Association of Sunday and Feature Editors.

Atlantic Locals To Study Co-ordinated Bargaining

Allentown, Pa.—The Middle Atlantic District Council voted to explore the possibilities of co-ordinated bargaining among its member locals after an ANG regional bargaining institute here last weekend.

Plans for co-ordinating bargaining in the council area will be discussed at the next council meeting, tentatively set for March 4 and 5 in Philadelphia.

The council also made a con-

tribution of \$100 to the striking Toledo Guild and authorized additional donations of \$50 a month for the duration of the strike.

The institute, on the theme "Bargaining for Breakthrough," was the last in the ANG regional institute series for the calendar year. Almost 200 delegates from more than 40 locals attended the six institutes presented in October, November and December in the United States and Canada.

Contest Clerks Get Prize — \$35 Hike

New York City—Approximately 1,100 contest workers at the New York Daily News, brought under Guild contract coverage for the first time, will receive wage increases ranging up to \$35.85 under a newly negotiated agreement.

Wage increases retroactive to last Dec. 10 have been bargained for the employees, who run the News's promotion contests. The group was brought under the contract a year ago, but wage minimums were negotiated only recently.

The top minimum for head project assistants will be \$105.85, representing a raise of \$35.85;

the top for project assistants will be \$83.30, a raise of \$13.30, and the top for mail sorters will be \$73.30, an \$8.20 raise.

All present employees and those

on rehiring lists will receive the top minimum. Employees are hired for specific contests and go on rehiring lists when the contests end.

Printers, Pressmen To Talk Unity

Scottsdale, Ariz.—Top officers of the International Typographical Union and the Printing Pressmen will meet here Dec. 14 to resume unity talks begun several years ago.

Leaderships of the two largest printing-trades unions, representing 250,000 employees, will discuss "unity, co-operation and pos-

sible merger," according to the ITU Review.

Preliminary arrangements for the session were made at a meeting of ITU and Pressmen's officers in Chicago in October following a call for printing-trade unity by ITU President Elmer Brown at the union's annual convention in September.

Empire Council Lauds ANG On Gannett Aid

Jersey City, N.J.—ANG's assignment of an international representative to assist Gannett bargaining in upstate New York was lauded last weekend by the Empire State District Council.

The council, meeting here Dec. 3 and 4, voiced hope that International Representative Thomas Pennacchio would be able to remain in the area for organizing work on Gannett papers.

The council voted to participate once again in the Conference of District Councils' annual collegiate-newspaper contest.

The council will meet again in Washington Feb. 18 and 19.

Rockford Guild Votes Strike

Rockford, Ill.—Rockford Guildsmen voted 42 to 6 Dec. 4 to authorize a strike at the Rockford Star and Register-Republic unless an impasse is broken in bargaining to replace a contract that expired Oct. 31.

The Guild is seeking an increase of \$15 in one year at the reporter top minimum; the company has offered \$10 over two years. Bargaining was continuing this week.

Two Vancouver Papers Double Profit Rate Over Six Years

(Continued from Page 1)
616 on revenues of slightly more than 20 million dollars in 1959 had grown to \$2,622,400 on total revenues of a bit more than 21.1 million dollars by 1965.

Whereas in 1959 \$4.90 of every \$100 in revenue ended in Pacific Press's pocket after taxes, last year \$10.90 of each \$100 in revenue reached that destination.

Of the "new money" taken in by Pacific Press in 1965 — the amount greater than its 1959 revenue — \$40.30 of each \$100 was converted into after-tax profits.

Cooke Coen of the Newspaper Analysis Service estimated earlier this year that publishers should realize \$20 before taxes on each new \$100 of revenue in 1966. Previously he had estimated that

Thomson Adds Kansas Daily To U.S. Chain

The Leavenworth (Kan.) Times will become another link in Lord Thomson's worldwide newspaper empire Jan. 2, D. R. Anthony 3rd, whose family has published the paper for 95 years, announced this month.

The 12,000-circulation evening-Sunday paper, oldest in Kansas, is Lord Thomson's 19th U.S. acquisition in five years. No purchase price was announced.

Six suburban Philadelphia weeklies were sold to Ingersoll Newspapers last week, fetching more than two million dollars, Editor & Publisher reported.

Philadelphia Suburban Newspapers, Inc., with a total circulation of more than 130,000, became the property of Acme Newspapers Inc., headed by Ralph Ingersoll, less than three weeks after Ingersoll's acquisition of the Kingston Daily Freeman.

Ingersoll Newspapers, published in association with television producers Mark Goodson and William Todman, now number six dailies and eight weeklies.

The New York Daily News has expanded its broadcasting interests with the acquisition of station WICC in Bridgeport, Conn., for two million dollars.

The purchase was made through the News's subsidiary, WPIX Inc., which operate broadcasting stations in New York City.



ON THE CUFF: Willie Williams, secretary of the Toronto Guild's Telegram Unit, fastens gift cufflinks presented by the Canadian District Council to Russell Irvine, associate director of research for the Canadian Labour Congress, following Irvine's review of Canadian bargaining developments at last month's ANG regional bargaining institute in Toronto.

Vancouver: A Lesson In Profit Building

	Revenue		Profit After Taxes				Retained Earnings		Depreciation	
	Annually	% Increase	Annually	% Of Revenue	% Increase	% Increase Over 1959	Annually	Cumulative Since 1959	Annually	Cumulative Since 1959
1959	\$20,087,169	—	\$ 992,616	4.9	—	—	—	\$1,710,409*	\$300,888	\$ 300,888
1960	20,030,400	-3	1,120,600	5.6	12.9	12.9	\$ 720,491	2,430,900	355,500	656,388
1961	19,572,800	-2.3	1,634,600	8.4	45.7	64.7	1,050,900	3,481,800	537,000	1,193,388
1962	20,607,900	5.3	1,934,300	9.4	18.3	94.9	1,380,000	4,861,800	469,300	1,662,688
1963	20,897,900	1.4	1,952,100	9.3	.9	96.7	1,036,600	5,898,400	550,500	2,213,188
1964	22,160,900	6	2,434,200	11	24.6	145.2	1,622,100	7,520,500	531,000	2,744,188
1965	24,130,500	8.9	2,622,400	10.9	7.9	164.2	1,702,400	9,222,900	716,500	3,460,688

* Includes unknown amount carried over from previous years

Source: Southam Press Ltd. annual reports

publishers should realize a 15-percent before-tax return on revenue.

Pacific Press more than doubled its nontaxable annual depreciation allowance between 1959 and 1965, raising it from \$300,888 to \$716,500. Cumulatively, Pacific Press claimed \$3,460,688 in depreciation over the seven years.

Pacific Press was formed in 1957 by Southam and the

Cromie family, then publishers of the Sun. Both the Province and the Sun were six-day-a-week afternoon papers at the time, with separate plants and staffs.

On June 15, 1957, Pacific Press took over publication of the two papers, with the Province moving to morning publication. A third Vancouver daily, the Herald, was folded the same day by Lord Thomson.

The Sun and Southam each

received half of Pacific Press's stock and \$3,850,000 in 5½-percent debentures. The transaction involved no cash outlay for the Sun, but Southam paid \$3,850,000 to the Sun.

Both the Sun and Province plants were turned over to Pacific Press, which operates the papers' accounting and mechanical departments.

F. P. Ltd., the Canadian chain headed by G. Max Bell, bought a controlling interest in the Sun from the Cromie family in 1963.

Pacific Press has paid interest totaling \$2,847,099 to its owners in the seven years of the ANG study, \$440,000 in each of the last five years.

The Vancouver-New Westminster Guild, which represents

advertising, business, circulation, editorial, lithography, maintenance, promotion and public-relations employees of Pacific Press, has a current reporter top minimum of \$147.75. In January 1959 it was \$115.50.

"While Pacific Press has been more than doubling both its rate of return and its hard dollars-and-cents profits," commented ANG Collective Bargaining Director J. William Blatz, "Guild minimums have gone up only 27.9 percent."

"And just last December Pacific Press moved into a new 15-million-dollar plant — full of new presses, undoubtedly much more efficient than the old ones. I wonder how much more efficiently they'll turn sales into profit?"

Unit At Catholic Weekly Won By St. Louis Guild

St. Louis, Mo.—The St. Louis Guild added a new unit last week when it won recognition as bargaining agent for 20 editorial and commercial employees of the St. Louis Review, Catholic Archdiocesan weekly.

The paper's management agreed to recognize the Guild voluntarily after the local presented cards signed by 19 members of the unit. An initial unit meeting to discuss contract proposals was held Dec. 9.

Indianapolis Guild Files For 200 Circulators

Indianapolis, Ind.—The Indianapolis Guild is seeking to obtain recognition as bargaining agent for 200 inside and outside circulation employees at the Indianapolis Star and News.

ANG International Representative John Edgington filed a representation petition on the local's behalf Nov. 23. A National Labor Relations Board hearing on the petition is being awaited.

The Guild represented the circulation group until 1950, when a group calling itself the Employees Protective Association was re-

cognized by the company on the basis of signed cards. The National Labor Relations Board held the action illegal, but it was overruled by a federal court. The association is still in existence.

The Guild presently represents editorial and maintenance employees at the jointly produced Star and News.

BNA Walkout Over; Guild Ends Boycott

(Continued from Page 1)
strike is incalculable," they declared.

Withdrawal of the petition came suddenly Dec. 1. It was reportedly decided by a 24-to-9 vote of those who had signed the petition. The group had voted Nov. 9 against withdrawing it.

The withdrawal came nine days after the National Labor Relations Board agreed to review a regional director's refusal to dismiss the petition, which was filed by an assistant managing editor May 31, three weeks after the strike began. The board reverses most decisions that it agrees to review.

The settlement was ratified by BNA strikers Dec. 3, and they returned to work two days later after 210 days on the picket line.

A key issue in the strike was the Guild's demand for union security. That issue was settled by a provision calling for maintenance of membership, with a proviso that new employees must join the Guild unless they refuse in writing between the 25th and 30th day after hiring.

Contributions to the strike from Guild locals and other unions totaled \$15,099, with the following final contributions:

San Francisco-Oakland Guild	\$125
Sioux City Guild	25
Wire Service Guild	75
Wilkes-Barre Guild	50
Seattle-Tacoma Guild	25
San Diego Guild	30
Los Angeles Guild	50
POI District Council	200
Amalgamated Clothing Workers	100
Columbia County (Ore.) Labor Council	10
Clinton (Iowa) Labor Congress	10
Teamsters' Local 218, Burlington, Iowa	10
Teamsters' Local 278, San Francisco	50
Woodworkers' Local 3-1, Centralia, Wash.	7.50

90 Receive Thousands In Coast Arbitration

(Continued from Page 1)
receive more than \$20 a week, he said.

The company, in discontinuing a whole series of incentive payments to classified outside and telephone employees, argued that the payments were not commissions under the meaning of a contract clause barring cuts in base pay or commissions.

Galenson, while rejecting the Guild's contention that incentive payments other than commissions were covered by the clause, ruled that a series of payments contested by the company were actually commissions.

In accordance with the contract, he ordered that the average of their commission earnings over the preceding six months be added to the employees' base pay.

L.A. Local Votes To Give Members Firing Power

Los Angeles, Calif.—The Los Angeles Guild membership voted last month to give itself the right to terminate employment of the local's administrative officer.

The action, accomplished through a referendum amending the local's bylaws, was an outgrowth of last summer's dispute over the termination of Administrative Officer Joseph Matty. A membership meeting voted to dismiss Matty, but the local executive committee, which had exclusive power to hire and fire, refused to do so.

Matty subsequently resigned. Last month he went to work as assistant director of personnel and industrial relations at the Los Angeles division of Todd Shipyards.

The bylaw revision, adopted by a vote of 329 to 171, gives the membership power to terminate the administrative officer once a year, by a motion at the annual membership meeting, sub-

ject to referendum approval. Local President Jack Parker has been added temporarily to the local staff as associate to interim Administrative Officer Wayne Strickler. A screening committee is considering applicants for the top administrative post.

Galenson said the bargaining record did not indicate any such intent, noting the Guild's argument that without the commissions many employees would be getting less money even after the increases.

In a related case, Galenson made a similar award to two classified employees whose earnings were decreased as a result of a change in the commission system instituted in May 1965.

ject to referendum approval.

Local President Jack Parker has been added temporarily to the local staff as associate to interim Administrative Officer Wayne Strickler. A screening committee is considering applicants for the top administrative post.

... Sacramento

(Continued from Page 1)
\$114.85 and \$114.50, respectively, and the flat minimum for janitors up \$3.25, \$3.25 and \$4, to \$85.80.

The work week will be reduced to 38½ hours, with a 7½-hour day, next June 1 and to 37½ hours, with a 7½-hour day, the following June 1.

Under the agreement, the pension plan of Copley Press, which bought the Union this year, will replace an inferior current plan in 1969 for those employees who meet its eligibility requirements.

Local Copy

A PAGE FOR OFFICERS AND STEWARDS

KINGSTON NEWSPAPER
GUILD - Oct. 18, 1966
#3

BULLETIN

MANCHESTER got 29.50

PORTLAND got 15.00

PROVIDENCE got 17.30

BROCKTON got 12.15

KINGSTON GOT INSULTED

with an offer of 6.50 (top brackets) for 2 years!

THE COST-OF-LIVING ALONE IS OVER THAT INSULTING FIGURE OF 6.50

Isn't it too bad that we professional newspaper people, members of the Kingston Newspaper Guild, are considered over-paid WHEN IN REALITY WE MAKE LESS THAN:

- Bricklayers
- Plumbers
- Truckdrivers
- Etc., Etc., Etc.

WHAT KINGSTON GOT: The Kingston Guild chose this way to communicate a management offer of \$6.50 over two years to its membership, contrasting the offer with Guild settlements elsewhere, the rising cost of living and wage levels in other industries. Management subsequently raised its offer to \$7. Kingston is still insulted.

Bad Old Days Live On At Non-Guild Paper

Leeds, England—A Yorkshire Evening Post reporter has given fellow members of England's National Union of Journalists an idea of what it's like to work on a non-Guild Canadian paper.

Working conditions, as described by Allen Rowley, are reminiscent of those that prompted newspapermen to organize the Guild 33 years ago.

Rowley, back from a stint on an unidentified medium-size Canadian daily, gave his colleagues this picture:

Work started at 8 a.m. and often continued until the wee hours of the following morning, with irregular breaks when they could be squeezed in. It was not unusual for photographers to

work a 14-hour day.

"A reporter could consider himself as being on tap at all times," Rowley said, "for there was no union in the paper concerned."

Vacations were below Guild standards, with employees receiving a maximum of two weeks off during their first few years.

Expense allowances were meager by comparison with those in England, and the company's life and accident-insurance plan did not become effective until an employee had been working for three months.

The newspaper kept a dossier on members of its staff, although Rowley said it was not so probing as many compiled elsewhere in Canada.

Standards on the non-Guild paper were mostly lower than those on British papers, Rowley said, and accuracy was given little more than lip service.

Recruiting in some cases, he reported, was virtually a matter of "You once wrote an essay in school?—OK, come and work for us."

Convention Record, Constitution Ready

Proceedings of ANG's 1966 Convention and copies of the ANG Constitution as revised by the convention were sent to all locals last week by ANG's Research and Information Department.

Locals and convention delegates each receive a copy of the Proceedings. Additional copies can be obtained for \$2.50 each.

Extra copies of the Constitution are available at five cents each for distribution to local and unit officers, stewards, committeemen and new members.

Reporter Top Minimums

Following are the top minimums as of Dec. 1 for reporters and photographers in 131 Guild contracts covering 166 newspapers. The top minimum at the Washington Post will go to \$233 March 1, 1969; that at the Wash-

ington Daily News will go to \$228 on the same date; that at the Washington Star will go to \$210 June 8, 1968, and that at the St. Louis Post-Dispatch and Globe-Democrat to \$207 Jan. 1, 1968.

	Minimum—After		Minimum—After
Washington Post	\$208.25—6 yrs.	Joliet Herald-News	152.00—4 yrs.
Washington News	203.25—6 yrs.	Youngstown Vindicator	152.00—5 yrs.
N.Y. News	200.00—6 yrs.	Elizabeth Daily Journal	151.50—4 yrs.
N.Y. Times	200.00—6 yrs.	Cincinnati & Kentucky Post,	
N.Y. World Journal Tribune	194.35—6 yrs.	Times-Star	150.75—5 yrs.
N.Y. Post	193.10—6 yrs.	San Pedro News-Pilot	150.55—5 yrs.
St. Louis Globe-Democrat	190.25—5 yrs.	Columbus Citizen-Journal	150.00—5 yrs.
St. Louis Post-Dispatch	190.25—5 yrs.	Great Falls Tribune, Leader	150.00—5 yrs.
Washington Star	190.00—6 yrs.	Rockford Morning Star,	
Oakland Tribune	*181.25—5 yrs.	Register-Republic	150.00—5 yrs.
San Francisco Chronicle,		Norfolk Virginian-Pilot	149.00—5 yrs.
Examiner	*181.25—5 yrs.	Salem News	147.75—4 yrs.
Sacramento Union	181.25—6 yrs.	Vancouver Sun, Province	147.75—5 yrs.
Wall St. Journal, Chicago	178.50—5 yrs.	Rochester Democrat &	
Detroit Free Press	177.99—4 yrs.	Chronicle, Times-Union	147.50—4 yrs.
Chicago Sun-Times, News	177.00—5 yrs.	Perth Amboy Evening News	147.00—5 yrs.
Metro-East Journal, E. St. Louis	175.20—6 yrs.	Wilkes-Barre Record &	
Long Beach Independent,		Times-Leader, News	146.25—4 yrs.
Press-Telegram	174.80—5 yrs.	Wilkes-Barre Sunday	
Los Angeles Herald Examiner	174.80—5 yrs.	Independent	146.25—4 yrs.
San Mateo Times	174.75—5 yrs.	Lynn Item	146.00—4 yrs.
Buffalo News	174.50—6 yrs.	Waukegan News-Sun	145.75—5 yrs.
Buffalo Courier-Express	174.15—5 yrs.	Pawtucket Times	145.06—4 yrs.
Honolulu Advertiser	173.00—5 yrs.	Jersey Journal, Jersey City	145.00—4 yrs.
Honolulu Star-Bulletin	173.00—5 yrs.	Allentown Call, Chronicle	144.43—5 yrs.
Minneapolis Star Tribune	172.50—5 yrs.	Duluth Herald, News-Tribune	144.00—5 yrs.
Scranton Times	171.48—4 yrs.	Eugene Register-Guard	144.00—5 yrs.
Scranton Tribune, Scrantonian	171.48—4 yrs.	Harrisburg Patriot, News	142.00—5 yrs.
Richmond (Calif.) Independent	171.25—5 yrs.	San Antonio Light	141.60—5 yrs.
Sacramento Bee	171.25—5 yrs.	Erie Times, News	140.92—5 yrs.
Santa Rosa Press Democrat	171.25—5 yrs.	Albany Knickerbocker News,	
Stockton Record	171.25—5 yrs.	Times-Union	140.50—5 yrs.
Vallejo Times-Herald,		Bay City Times	140.05—5 yrs.
News-Chronicle	171.25—5 yrs.	Chattanooga Times	140.00—5 yrs.
Philadelphia Inquirer, News	171.00—5 yrs.	Knoxville News-Sentinel	140.00—5 yrs.
San Jose Mercury, News	170.75—5 yrs.	Muskegon Chronicle	140.00—5 yrs.
Seattle Post-Intelligencer	170.00—5 yrs.	Indianapolis Star	140.00—6 yrs.
Seattle Times	170.00—5 yrs.	Tonawanda News	138.75—4 yrs.
San Diego Union, Tribune	170.00—6 yrs.	Hawaii Tribune-Herald, Hilo	138.50—5 yrs.
Kenosha News	168.00—5 1/2 yrs.	New Brunswick Home News	138.50—5 yrs.
Gary Post-Tribune	**167.70—5 yrs.	Plainfield Courier-News	138.30—5 yrs.
Cleveland Plain Dealer	166.00—5 yrs.	Peoria Journal, Star	138.00—5 yrs.
Cleveland Press	166.00—5 yrs.	Sheboygan Press	137.70—4 yrs.
Tacoma News-Tribune, Ledger	165.75—5 yrs.	Manchester Union Leader &	
Hollywood Citizen-News,		Sunday News	137.50—3 yrs.
Valley Times	164.80—5 yrs.	Niagara Falls Gazette	137.00—4 yrs.
St. Paul Dispatch, Pioneer Press	164.50—5 yrs.	Pueblo Star-Journal, Chieftain	136.25—5 yrs.
Madison Capital Times	164.00—4 yrs.	Kingston Daily Freeman	136.00—4 yrs.
Hammond Times	163.00—5 yrs.	Utica Observer-Dispatch &	
Akron Beacon-Journal	162.50—5 yrs.	Press	136.00—5 yrs.
Bakersfield Californian	162.50—5 yrs.	Woonsocket Call	136.00—5 yrs.
Denver Post	162.00—5 yrs.	Greensboro News, Record	135.50—5 yrs.
Denver Rocky Mountain News	162.00—5 yrs.	Newburgh-Beacon News	134.25—5 yrs.
Lansing State Journal	162.00—5 yrs.	Sioux City Journal	133.75—4 yrs.
Delaware County Times,		Brockton Enterprise-Times	132.50—4 yrs.
Chester	161.70—5 yrs.	Haverhill Gazette	132.50—4 yrs.
Toronto Globe & Mail	160.00—5 yrs.	Victoria Colonist, Times	131.32—6 yrs.
Boston Herald, Traveler	159.25—4 yrs.	Ottawa Citizen	130.60—5 yrs.
Toronto Star	159.00—5 yrs.	Massillon Evening Independent	129.35—5 yrs.
Toronto Telegram	159.00—5 yrs.	Cumberland Times	128.75—4 1/2 yrs.
Baltimore Sunpapers	158.90—6 yrs.	Malden News, Medford-Mercury	128.50—4 yrs.
Toledo Blade, Times	158.00—5 yrs.	Portland Press-Herald,	
Pontiac Press	157.50—4 yrs.	Express & Telegram	128.25—5 yrs.
Orange County News,		San Juan Star	128.00—5 yrs.
Garden Grove	156.05—5 yrs.	Terre Haute Tribune, Star	127.50—4 yrs.
Long Island Press, N. Y.	155.00—3 yrs.	Hazleton Standard Speaker	127.50—5 yrs.
Long Island Star-Journal, N.Y.	155.00—3 yrs.	York Dispatch	***126.50—4 yrs.
Battle Creek Enquirer and News	155.00—5 yrs.	Lowell Sun	126.00—5 yrs.
Memphis Commercial Appeal,		Waltham News-Tribune	125.00—4 yrs.
Press-Scimitar	155.00—5 yrs.	Bridgeport Herald	121.00—5 yrs.
Pittsburgh Post-Gazette	154.00—3 yrs.	Brantford Expositor	120.95—6 yrs.
Providence Journal, Bulletin	152.70—5 yrs.	New Westminster Columbian	120.17—5 yrs.
Huntington Park Signal	152.05—5 yrs.	York Gazette & Daily	119.25—3 yrs.
		Oshawa Times	110.00—6 yrs.

*Forty percent of group receive: \$200; 55 percent in San Francisco on 3-27-67, in Oakland on 3-16-67; 60 percent in San Francisco on 9-25-67, in Oakland on 10-15-67; 75 percent in San Francisco on 3-25-68, in Oakland on 4-14-68; 100 percent in San Francisco on 9-26-68, in Oakland on 10-15-68.

**Includes \$10.30 cost-of-living increase.

***Contract provides \$3 length-of-service increase after 10 years, additional \$5 after 15 years, making going rates \$129.50 and \$134.50, respectively.

Photographers receive the same top minimum as reporters in all except three of the above contracts: A lower minimum in Lowell (\$114); lower in Victoria (\$130.26) but they reach the top three years earlier; higher in Salem (\$165.75) but the rate includes 3 1/2 hours overtime. No

photographers are covered in the Wall St. Journal, Cumberland, Harrisburg, Huntington Park, Jersey City, New Brunswick, Norfolk, Ottawa, Plainfield, San Mateo, San Pedro, Waltham, Wilkes-Barre, Woonsocket and York Dispatch contracts.

Deferred increases—Allentown \$3.60, 8-1-67; Baltimore \$3.50, 12-4-66; Battle Creek \$5, 10-19-67; Brockton \$4, 4-24-67 and 10-27-67; Chester \$7, 9-1-67; East St. Louis \$7.60, 4-24-67; \$6.90, 4-22-68; Elizabeth \$4, 3-27-67 and 2-29-68; Great Falls \$2.50, 6-1-67 and 12-1-67; \$3, 6-1-68; Honolulu \$6, 6-1-67; \$11, 6-1-68; Huntington Park \$5.25, 9-1-67; Knoxville \$6, 2-1-67; Lansing \$5, 10-2-67; Madison \$5, 4-8-67; \$3, 12-8-67; Malden \$3.50, 3-7-67; Manchester \$5, 1-1-67, \$6, 7-1-67, \$4, 1-1-68 and 7-1-68; Minneapolis \$4, 2-1-67, 8-1-67 and 2-1-68; \$6, 8-1-68, \$2.50, 2-1-69, \$3, 8-1-69, \$4, 1-31-70; Long Island \$3.50, 1-27-67; Oakland \$6, 10-15-67; Oshawa \$5, 7-3-67; Pawtucket \$3.50, 12-22-66, \$5.50, 6-22-67; Perth Amboy \$6, 10-1-67; Providence \$3.30, 1-1-67; Sacramento Union \$5, 6-1-67, \$9, 6-1-68, \$4.75, 6-1-69; St. Louis \$9.75, 1-1-67, \$7, 1-1-68; San Antonio \$5.30, 3-19-67; San Diego \$1.75, 1-1-67; San Francisco \$6, 9-25-67; San Mateo \$3.25, 5-15-67; San Pedro \$5.25, 6-1-67; Seattle \$10, 3-22-67; Toronto Globe & Mail \$4, 10-9-67; Victoria \$6.62, 5-1-67, \$1.93, 11-1-67; Waltham \$2, 1-12-67; Washington Post \$3.25, 9-1-67, 6-1-68 and 3-1-69; Washington Star, \$5, 12-7-66, 6-7-67, 12-7-67 and 6-8-68; Youngstown \$6, 3-1-67 and 3-1-68.

Before The Guild

Lunch and afternoon tea offered virtually the only opportunities for social intercourse in the open-ended work week of pre-Guild days, Washington Post counseling columnist Mary Haworth recalls.

Miss Haworth, answering a housewife's question on how to find time for social relationships in a busy schedule, related:

"When I was working 9 to 12 hours a day, often six days a week in the pre-Guild era in newspaper work, as a feature writer, make-up editor and columnist simultaneously — meanwhile heading up a household, supporting a family, doing the shopping, grocery marketing, etc.—I usually shared my 45-to-60-minute lunch hour with some friend, coworker, relative, whom-ever."

Editorial

What The Guild Means

What does the Guild mean to its members? A sampling of headlines from a single issue of the Guild Reporter (Nov. 25) tells the story almost as well as a pamphlet.

► "\$25 Raise Won In CBC Contract; Madison Pact Hikes Pay By \$16." The stories told how new contracts will give Canadian Wire Service Guildsmen seven-percent raises and a shorter work week and Madison Guildsmen increases of \$8 a week in each of two years plus a cost-of-living allowance.

The Guild means more money in the pay envelope.

► "Pay-Cut Move Contested At L.A. Examiner." The story told of the Los Angeles Guild's fight against a company move to downgrade the pay of up to 20 drivers as part of a circulation reorganization.

The Guild means protection against arbitrary management action.

► "L.A. Challenges Firing of Hollywood Leader." The story told of the Guild's battle to protect the job of a unit chairman fired out of seniority.

The Guild means job security.

► "BNA Strike Aid Nears \$15,000." The story told how Guild locals and other unions kept a steady flow of cash coming to Guild members on strike for more than 200 days at the Bureau of National Affairs.

The Guild means solidarity.

► "Pride, Strength—And Cash": Guild Contributions Cited By Barth." The story told how Alan Barth, prize-winning editorial writer for the Washington Post, had credited the Guild with elevating the standards of American journalism by making the industry a place where "self-respecting men and women could hope to support themselves and even to raise families."

The Guild means better newspapers.

What else does the Guild mean?

Pick up any issue.

Gratitude, Southam Style

Gratitude is apparently not among the strong points of Ottawa Citizen Publisher R. W. Southam.

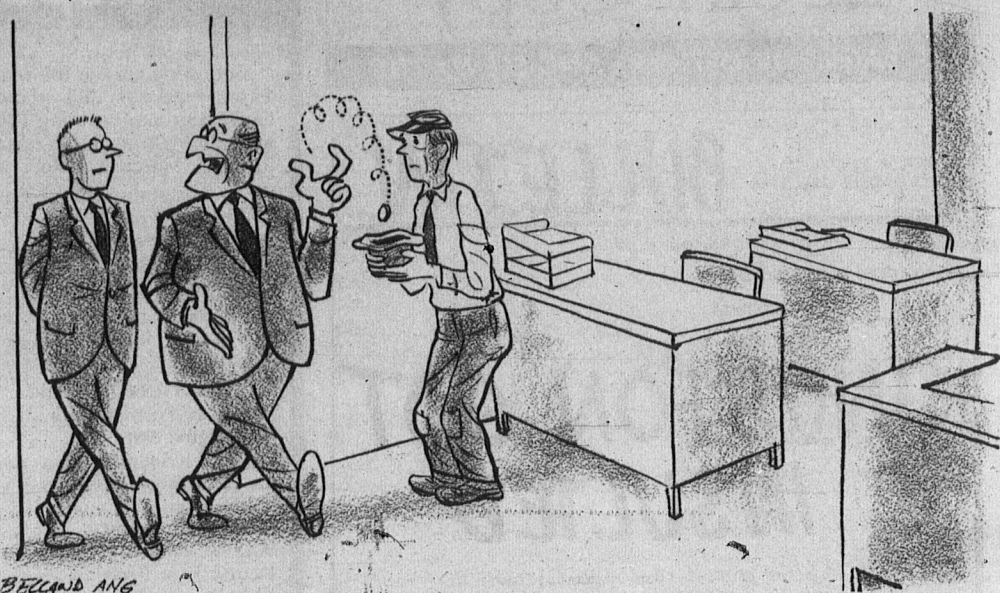
When Citizen Pressmen stopped work Nov. 11 in protest against the suspension of their local president, it was a compromise proposed by Ottawa Guild President Robert J. Rupert and ended the stoppage before the Citizen's editions were so much as delayed (Guild Reporter, Nov. 25).

But four days later the company filed a "grievance" seeking damages from the Guild because its members stopped work for a half hour after it was announced that the Pressmen had been fired. And Southam sent a letter to Guild members accusing Rupert of "lying" in a bulletin on the stoppage—an accusation he was quickly forced to retract, admitting it was based on a misreading of the bulletin.

Whether the company can file a grievance under the contract is open to considerable question. And what damages the Citizen can claim in view of the fact that its editions were published on schedule is an even bigger question.

But there seems little question that the quality of Southam gratitude is strained through a mighty fine sieve indeed.

'Trouble With The Guild Is It Destroys The Personal Relationship Between Employer And Employee'



LABOR



BEAT



Seven lean years of dwindling membership have been reversed by the AFL-CIO with the addition of a million members in the last three years.

The federation reports that AFL-CIO unions "broke all recent yearly records for organizing success" in the fiscal year ending June 30, winning 3,159 representation elections covering 243,994 workers, the highest number in seven years.

AFL-CIO Organizing Director William L. Fletcher said the three-year record is a demonstration that unions are "organizing more and are organizing more effectively."

ALL OR NOTHING

The National Labor Relations Board has held that a company found guilty of firing an employee unjustly must reinstate him with full back pay even though the company had been temporarily vindicated at one stage of the proceedings.

The board, acting in a Chicago case in which it had first found

the company innocent and then reversed itself after the case was sent back by a federal court, ruled that the company could not escape back pay for the period between the two decisions.

If the employer is guilty of unlawful intent in firing an employee, the board said, "he would presumably have been aware at all times of the true reason for his discriminatory act, and no favorable decision should have misled him into believing that his real intent would not eventually be determined."

Hollywood bosses now have their own union. The Screen Producers Guild, up to now a fraternal and professional society, voted last month by 165 to 13 to transform itself into a union to bargain for pensions, television residuals and other benefits won by directors' and writers' unions.

CANADIAN WAGE BOOM

Wage settlements as high as 32 percent are currently being nego-

tiated in Canada as a result of the nation's business boom.

A recent settlement between the Steelworkers' union and the International Nickel Co. provides increases up to 98 cents an hour over three years. Henry S. Wingate, International's chairman of the board, termed the raises "necessary in the light of Canada's existing pattern of wage and labor settlements."

RIGHT ON RIGHTS

A union's right to bring discrimination charges against an employer under the 1964 Civil Rights Act has been upheld by a U.S. District Court.

The court, upholding the Chemical Workers' Union, rejected a Mississippi oil-processing company's contention that the union was not an aggrieved party under the act.

The union's obligation of fair representation "forbids neutrality and compels the union to exert its bargaining efforts in behalf of the victims of discrimination," the court said.

AMONG



OURSELVES



Robert S. Bird, award-winning former national correspondent for the New York Herald Tribune, has been named senior articles editor for national affairs by the Saturday Evening Post.

Bird, a Tribune Guildsman from 1945 until the paper suspended publication last August, holds four New York Guild reporting awards and a number of citations from other organizations.

Another casualty of the New York merger, former Journal-American copyreader Peter E. Donohue, has been named managing editor of the RWDSU Record, publication of the Retail, Wholesale and Department Store Union. Donohue was a vice chairman of the Guild's Journal-American Unit.

Three prominent Guild leaders have moved up the company ladder and out of Guild jurisdiction.

Promotions have elevated Leonard J. Levin, president of the Providence Guild; Robert F. Zonka, former president of the Chicago Guild, and Arnold Drapkin, chairman of the New York Guild's representative assembly.

Levin moves from copyreader to night telegraph editor at the Providence Journal; Zonka from news editor to assistant managing editor in charge of the Chicago Sun-Times's feature department, and Drapkin from contributing editor to color-picture editor for Time.

Former Boston Guild President Jack Broudy has been named news director of the U.S. Education Office's information office. Broudy was a rewriter for the Boston Traveler before coming to Washington as an information officer for the U.S. Public Health Service in 1961.

And charter New York Guildsman Arthur R. Williams has been named public-relations manager for the American Society for the Prevention of Cruelty to Animals. Williams was assistant city editor of the old World-Telegram & Sun until 1963, when he went into public relations.

Cleveland Guildsman James Gedling has been elected president of the newly formed United Steelworkers' Press Association. Gedling is editor of the Lorain (Ohio) Labor Leader.

DAY BOOK

Midwest District Council, winter meeting, Jan. 4, 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.

The Guild Reporter

ELLIS T. BAKER, Editor

and
Director of Research & Information

DAVID J. HISEM, Associate Editor

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American Newspaper Guild

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