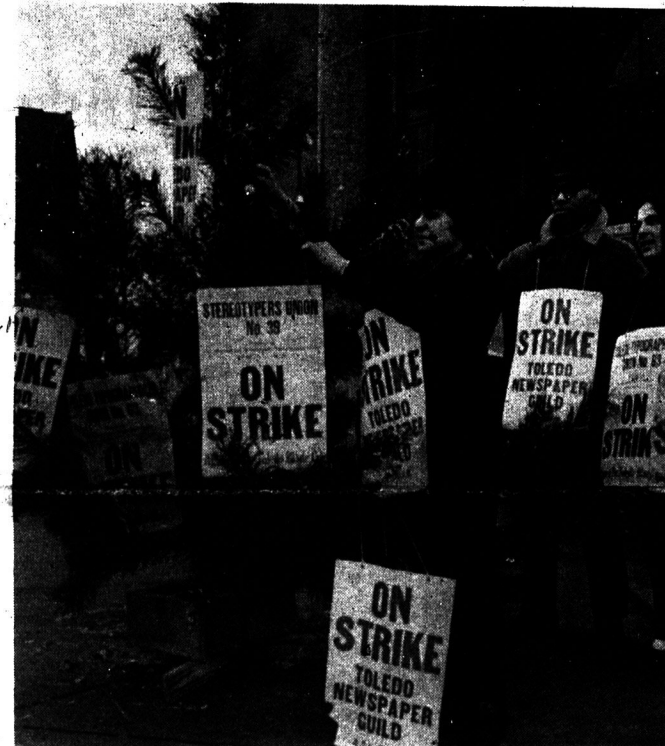


\$200 Top Won In Sacramento, San Jose; Memphis Gains \$25



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San Juan Star's Top Hiked \$22, Up \$17 In First Year



A TREE FOR TOLEDO: Christmas tree in front of the Toledo Blade and Times building is adorned with picket signs by Guild strikers Mary Ann Cassis as Toledo Guild members, cheered by a \$50 Yule bonus from the Guild, prepare for Christmas on the line. (Story on Page 3.)

'Twas The Slight Before Christmas

A National Labor Relations Board examiner found last week that Santa Claus had no right to shortchange employees of the Akron Beacon Journal.

Upholding a charge brought by the Pressmen's, Teamsters' Paper Handlers' and International Mailers' unions, Examiner William F. Scharnikow held that the Beacon-Journal committed an unfair labor practice by unilaterally reducing last year's Christmas bonuses.

He recommended that the company be required to compensate employees for the decreased bonus and to bargain with the unions henceforth before undertaking any similar reduction.

The Akron Guild, faced with a similar reduction, has initiated arbitration procedures but has been blocked by court action.

The craft unions brought charges after the Beacon-Journal paid 1965 bonuses of two weeks' pay.

(Continued on Page 6)

San Juan, P.R.—Increases of \$22 over two years in the key top minimum—\$17 in the first year—have been won by the Puerto Rico Guild following a strike vote at the San Juan Star.

The settlement, providing general increases more than twice as high as those won following a nine-day Guild strike two years ago, was reached quickly after Guild members voted to authorize strike action once again.

The top minimum for reporters and display salesmen will go up \$17 the first year and \$5 the second to reach \$150.

The differential for editors is increased from \$12 to \$15, raising their flat minimum by a total of \$25, to \$165 in the second year.

Other top minimums are up \$4 each year to \$96 for historians and accounting-machine operators; \$4 the first year and \$3 the second, to \$90, for secretaries and classified-advertising clerks; \$4 the first year and \$3 the second, to \$85, for clerk-typists and junior clerks; and \$2 the first year and \$5.50 the second, to \$68, for messengers.

General increases range up to \$10 the first year and \$7 the second.

The contract also provides for an increase in advertising commissions, from 12.7 percent to 13.2 percent. And the night differential is raised 25 cents a shift, to \$1.

The severance-pay ceiling is lifted from 10 weeks to 18, and sick-leave accrual is increased from three-quarters of a day per month to a day, to a maximum of full pay the first 35 days instead of 25. In cases of long-term disability, employees will receive two-thirds of their first \$100 weekly pay starting with the 61st day.

A new clause protects the

(Continued on Page 6)

BULLETIN

Memphis, Tenn. — A two-year settlement increasing key top minimums by \$25 at the Memphis Commercial Appeal and Press-Scimitar was ratified by Memphis Guild members Dec. 21. The settlement, reached in bargaining that overlapped a strike deadline, increases the top for reporters and display salesmen to \$180, highest in the South.

The contract provides general increases ranging from \$10 to \$16, an additional \$1.32 a week for hospitalization insurance, pensions or wages next June, and a fourth week's vacation after 10 years' service, instead of 20.

San Jose, Calif.—Top minimums of \$200 for reporters, display-ad salesmen and outside classified salesmen were won last week at the Sacramento Bee and the San Jose Mercury and News, bringing key minimums in two more California Guild contracts to parity with San Francisco.

Top minimums for classified salesmen are raised \$48.25 in San Jose and \$43.75 in Sacramento over three years to reach parity with reporters and display salesmen at \$200, a classified minimum \$34.25 higher than San Francisco's.

The top for reporters and display salesmen goes up \$29.25 in San Jose and 28.75 in Sacramento over the three-year term.

Both contracts also provide for a reduction in the work week to 37½ hours in two steps.

The San Jose agreement, which provides minimums equaling or exceeding those in San Francisco, increases the top minimum for inside classified solicitors by \$28.25, to \$130.50.

The settlement was reached after a strike vote and receipt of strike approval from ANG. The Sacramento Local wired San Jose a pledge of moral, financial and picketing support after winding up its own settlement.

General increases in San Jose range from \$10.50 to \$16 over the three-year period, paralleling those in last February's San Francisco settlement. The Guild also won vacation, pension and insurance improvements and a ban on automation dismissals.

The reporter and display-salesman tops go up \$5 retroactive to June 18, another \$5 on signing, \$5 next June, \$3 next September, \$6 in June 1968 and \$5.25 in April 1969.

The outside classified top goes up in eight steps, rising \$5 retroactively, \$5 on signing, \$5 next June, \$4.50 next September, \$6 in June 1968, \$6 in November 1968, \$6 in February 1969 and making a final \$10.75 jump to parity in June 1969.

The top for inside classified goes up \$28.25, to \$130.50.

Clerical top minimums are also raised substantially, with senior bookkeepers up \$27, to \$132.25; cashier clerks and higher-paid intermediate clerks up \$15.50, to \$113.75; lower-paid intermediate clerks up \$14, to \$108.25; clerk-stenographers up \$15, to \$117.25; ad-makeups up \$14.75, to \$117.25.

(Continued on Page 6)

Guild Rejects \$16 Hike To \$205 At AP

New York City—Wire Service Guild negotiators Dec. 15 rejected a two-year Associated Press offer of \$16.25 at the reporter top minimum, declaring that it would fail even to maintain newsmen's 1964 living standards.

Management offered a \$198 top Jan. 1 and \$205 in January 1968. The Guild said that on the basis of rising prices the minimum would have to go to \$200 now "just to stand still" and to \$214 in the next two years, given continuation of the present price trend.

The wage offer provided a \$21 increase for newsmen in Class II bureaus, reducing to \$5 a differential the Guild is seeking to eliminate. And it offered general increases ranging from \$4.50 to \$7.50 in other salaries.

The Guild's New York AP Branch, meeting a few hours after the offer was made, termed it "inadequate and insulting" and urged the Guild's executive committee to authorize an immediate strike vote unless management "comes up with a realistic offer."

The Minneapolis-St. Paul Branch also adopted a resolution terming the offer "inadequate" and AP units in Los Angeles, New Orleans, Sacramento, Oklahoma City and Jackson, Miss., sent messages endorsing its rejection.

The AP contract expires Dec. 31. Strike-strategy committees have been formed at AP branches throughout the country.

Before making its wage offer, management outlined a six-step

(Continued on Page 6)



San Jose Guild members jubilantly ratify settlement providing a \$200 top minimum at the Mercury and News.



AMONG HER SOUVENIRS: Ruth Zwick, departing ANG office manager, receives a laminated 108C form—the per-capita form she handled for 13 years—to remember ANG by from Secretary-Treasurer Charles A. Perlík, Jr., at Dec. 16 farewell party. On the practical side, she received an AM-FM radio from ANG officers and members of the headquarters administrative staff; an electric frying pan from the office staff, and cooking utensils from the Federation of Guild Representatives, which she has served as treasurer since its inception in 1958.

Guild Moves To Cite Canada UPI In Court

Toronto, Ont.—The Canadian Wire Service Guild last week asked government permission to prosecute United Press International of Canada on unfair-practice charges.

The Guild asked Canadian Labour Minister J. R. Nicholson to authorize prosecution Dec. 13 after a report recommending that permission be granted was issued by a federal inquiry commission.

The Guild charged that UPI had cut its Montreal editorial staff from seven persons to four and its Ottawa staff from four to two, with no reduction in the work load. The Montreal staff has been cut to three since the original charge was filed.

The Guild also charged that some employees had been subjected to undesirable shifts for prolonged periods, that work loads had been increased and new duties assigned, and that promised salary reviews and increases had not been forthcoming.

Canadian law prohibits such unilateral changes during bargaining.

Already before the courts is another Guild charge, accusing

the company of unfairly discharging an employee for Guild activity. A federal inquiry into Guild charges of wage-law violation by UPI is continuing.

Bargaining is continuing on a twice-a-week schedule in the Guild's quest for an initial contract, but no agreement has been reached on any basic issues.

17 Papers—But Not N.Y. Post—Pick Up Tribune's Columnists

New York City — Syndicated columns that the Justice Department has forced the merged World Journal Tribune to make available to its competitors began appearing this week in 17 metropolitan-area papers—but not in the New York Post.

Columns by Walter Lippmann and Joseph Alsop made their debuts in five Newhouse papers and 10 belonging to the Westchester-Rockland Newspapers group. Alsop's column also began appearing in the Hackensack Record and the Asbury Park Press, both with-

in a 50-mile radius of New York.

The arrangements were announced last week by Rex Barley, general manager of the Publishers Newspaper Syndicate, who said the two columns would probably also continue in the World Journal.

The World Journal agreed to release its exclusive area rights to Lippmann, Alsop and 17 other columns and features inherited from its predecessors after the government instituted an antitrust suit to force their surrender.

The Justice Department had

charged that acquisition of former Herald Tribune columns and features might give the afternoon World Journal a decisive advantage over its principal competitor, the afternoon Post.

But Post Publisher Dorothy Schiff, who had sought the antitrust suit after a vain effort to bid for Lippmann, Alsop and columnists Roland Evans and Robert Novak, said last week that she had not submitted bids for any of the 19 features on which the World Journal agreed to permit bidding. She declined to say why.

The Publishers Newspaper Syndicate said last week that no decision had been made on bids for Evans and Novak and other Tribune features handled by the syndicate. A World Journal spokesman said it has been able to retain exclusive rights to Evans and Novak, also reportedly sought by Newhouse, and will continue to print Lippmann and Alsop.

N.Y. Guild Seeking Unity With Crafts, \$15,000 Pay

New York City—The New York Guild administration has adopted a five-point "program of principle" for the next two years, including achievement of a \$15,000-a-year salary for key employees, unified bargaining with other unions and the elimination of discrimination in employment.

The program was set forth as the platform of an administration headed by George McNickle, president, and Thomas J. Murphy, executive vice president, elected last month without opposition.

The program stresses the need for "union unity" to avoid "the many pitfalls encountered in past negotiations," supporting ANG's efforts toward unity with other international newspaper unions.

"This may lead to eventual organic unity," said the statement. "Before that can be achieved, however, the Newspaper Guild of New York shall be prepared to assist in formation of a Federation of Newspaper Unions in New

York City for the purpose of unified joint bargaining.

"Such a federation can also be used to settle interunion disputes which may arise as an incident of increased automation of the industry."

The program calls for "militant negotiations" to achieve major bargaining goals, including a \$15,000 salary for "journeymen and other top-rated employees," improved job and union security and higher pension and welfare benefits.

The declaration also calls for an "expanded organizing program" on news magazines and unorganized papers, in unorganized departments and among free riders.

And it pledged the Guild to do "all in its power" to eliminate employment discrimination against not only racial, religious and national minorities but the aged and physically handicapped.

Publisher Asks Law To Reveal Papers' Profits

Montreal, Que. — Newspapers should be required to publish annual financial statements and disclose the names of their owners, according to Claude Ryan, publisher of Montreal's morning daily, Le Devoir.

Ryan, in an address to the Canadian Club of Montreal, said the extent of newspaper profits and the amounts spent on news coverage are matters of public concern.

Newspapers should devote a greater share of their operating budgets for news, the publisher declared, suggesting an allocation ranging from 10 to 20 percent for U.S. and Canadian papers.

Ryan's proposal echoed a suggestion by William P. Steven, former editor of the Houston Chronicle, who proposed in an October magazine article that newspapers be required to disclose their profits.

Ryan, in addition to urging that the government require financial disclosure, called for government action to prevent the growth of press monopoly. Stressing the importance of newspaper diversity, he said every major city should have at least two newspapers.

ANG Hits Curbs On Saigon Press

South Vietnam's suspension of two English-language newspapers in Saigon was protested by ANG last week to the South Vietnamese Ministry of Information.

Closure of the Vietnam Guardian and Saigon Post, "accompanied by continuing government censorship, is a clear violation of press freedom going far beyond military necessities," cabled ANG International Affairs Director Richard P. Davis. "We urge immediate reopening of both papers and a halt to censorship."

The two papers were closed down on charges that they reflected doubts about government claims that the Vietcong assassinated opposition political leader Tran Van Van.

ITU, Pressmen Announce 'Progress' In Discussion Of Merger Problems

Colorado Springs, Colo.—International presidents of the Typographical and Pressmen's unions announced Dec. 20 that "substantial progress" was made last week in renewed discussions of problems involved in eventual merger of their organizations and other graphic-arts unions.

ITU President Elmer Brown, Pressmen's President Anthony J. DeAndrade and other top officers of the two unions said in a joint statement that "general agreement was reached on propositions designed to minimize

jurisdictional problems" while talks continue.

The unions also agreed to institute emergency communication procedures to "lessen and eliminate" what they called "present tension-producing situations."

Committees for the two unions, which have a total of 230,000 members, said that "any merger structure must allow for ready acceptance by all other graphic-arts and paper-converting unions."

"We've made considerable progress," Brown told the New York Times. "It looks like we may be able to work something out."

While pointing out that physical merger of the two unions "is not an easy task," DeAndrade said the talks had laid the basis

for further discussions.

Such a merger, he said, "must positively contribute to the strength and stability of the industry as a whole."

Further discussions are tentatively scheduled for early next month. An ITU announcement said the next round is expected to bring "some preliminary joint agreements for closer co-operation and unity."

"Final merger," the ITU said, "would come only after day-to-day conflicts and problems were resolved. In formulating merger plans, smaller craft unions in the graphic-arts industry would be considered and provisions for their accommodation in the merged union would be provided."

L.A. Assembly 'Deplores' Kill Of Letter, Adopts New Policy

Los Angeles, Calif.—The Los Angeles Guild's representative assembly, after debate over an executive-board decision to destroy and reprint an issue of the Los Angeles Guildsman to eliminate a controversial letter, has instituted a letters policy similar to the Guild Reporter's.

The assembly—adopting a motion by Hollywood unit chairman Eric Frankland, author of the letter—went on record, 14 to 6, as "deploring" the executive board's decision to kill the letter.

The letter opposed a referendum proposal to allow the annual membership meeting to initiate discharge of the local administrative officer. At the time, Local President Jack Parker said it had been local policy not to wage "political campaigns in the Guildsman."

Under the assembly action, letters to the Guildsman, like letters to the GR, must be limited to 200 words and shall avoid libel and "subjects detrimental to the Guild."

Crafts Settle In Ottawa; Guild Talks Broken Off

Ottawa, Ont.—A craft-union strike at the Ottawa Citizen and Journal was averted last week when the Pressmen, Stereotypers and International Mailers accepted an offer of \$19.50 over 30 months.

14th New York Town Bans Strikebreakers

Tonawanda, N.Y.—This Southwestern New York municipality last month became the nation's 91st to enact an antistrikebreaking ordinance.

Adoption of the ordinance culminated a four-year campaign by Buffalo-area unions. It made Tonawanda the 14th town in New York to ban professional strikebreakers.

Toledo Talks Move Into Reverse

Toledo, Ohio—A series of retrogressive company proposals advanced last week put the Toledo Guild and management farther apart than when Guild members and printers struck the Toledo Blade and Times two months ago.

The Blackout That Dazzles

Toledo, Ohio—Toledo advertisers who are blaming the newspaper strike for a decline in sales should look at the Record—the Toledo Record.

That was the gist of a letter sent last week by ANG International Vice President Kenneth E. Rieger in response to an Editor & Publisher story that spoke of "a blackout of daily newspaper advertising" in this city.

Rieger, who is secretary-treasurer of the unions' 75,000-circulation strike paper, pointed out that department stores, discount houses and grocery chains, who complained to E&P have refused to advertise in the Record despite the testimony of Record advertisers that their sales have never been higher.

Ex-Guildsman Is Johnson's Press Chief

The post of presidential press secretary will revert to a newsman with a Guild card in his past when George C. Christian steps into Bill D. Moyers' shoes Jan. 1. Christian, a Guild member at large for seven years while working for International News Service, will move into the nation's highest public-relations post only nine months after joining President Johnson's staff.

Moyers, whose newspaper experience is limited to brief stints on two Texas dailies, will become publisher of Long Island's Newsday, the nation's largest suburban daily, at a reported \$50,000 salary.

Christian was a Guild member while working for Hearst's old International News Service in Austin, Tex., from 1950 to 1957. A family friend of the Johnsons, Christian studied journalism at the University of Texas and worked briefly as sports editor for the Temple (Tex.) Daily Telegram before joining INS as a sports writer. He later became a political correspondent.

In 1957 he was appointed press secretary and executive assistant to former Texas Gov. Price Daniel, retaining that position under Gov. John J. Connally, Jr. He joined the White House staff as an administrative assistant to Moyers last May.



GEORGE C. CHRISTIAN

The first Guild bargaining session since the strike began produced company proposals to exempt 60 more employees from the contract, permit the revocation of merit increases and create combined reporter-photographer jobs. The Guild rejected them all.

There were these other developments in the 61-day strike:

► The company, faced with a National Labor Relations Board complaint of unfair labor practices, agreed to turn over payroll data to the Guild for all but 30 of the more than 400 Guild-covered employees.

► The company, following up its earlier cancellation of hospitalization insurance, canceled the strikers' group life-insurance policies effective Dec. 31.

► Christmas bonuses of \$50 each were paid to Guild strikers, stripping the local's defense fund of practically all its remaining money.

Management, announcing that it wanted to resolve individual issues with the unions before further joint bargaining on common issues, met separately with each of the unions last week and this. There was one joint session on pensions Dec. 15, when management agreed to take a union proposal under consideration.

Management's retrogressive proposals were advanced at a Dec. 12 session, and the two sides did not meet again until Dec. 20. No progress was reported at that meeting, either.

The Guild is not scheduled to meet with management again until Dec. 29. Another joint session on pensions is scheduled for Dec. 28.

The 60 additional exemptions management is seeking, including cartoonists, editorial writers and news editors, would bring the number of noncovered employees to almost 100—one out of every four employees in Guild jurisdiction.

The Guild said it would never sign a contract "under these conditions."

Representatives of all nine Blade and Times unions have been sitting in on each other's negotiating sessions despite management objections, to what it termed "fish-bowl bargaining."

The company, which had refused to turn over adequate payroll data from the start of the



MASS MARCH: A thousand Toledo unionists circle the struck Toledo Blade and Times building in support of striking Guildsmen, printers and stereotypers in a demonstration called by the Toledo Area AFL-CIO Council. More than a dozen unions were represented on the two-month-old Blade picket line; the marchers ringed an entire city block.

strike, signed a consent agreement Dec. 9 settling the NLRB complaint. The information it had withheld was promptly turned over to the Guild.

The Guild is seeking substitute life-insurance coverage for strikers deprived of policies up to \$12,000 by company cancellation. The Guild is already paying the cost of hospitalization insurance.

The cost of insurance and supplemental strike benefits of \$30

a week are being paid from income of the Toledo Record, the unions' 75,000-circulation strike paper.

More than 100 strikers took a day off from picketing Dec. 16 to vend copies of a special Christmas newspaper published by the Old Newsboys' Goodfellow Association for the benefit of needy children. They collected several thousand dollars.

No Emmy For Video

Kheel Pans News-Strike Coverage

New York City—Recent New York City newspaper strikes "might not have gone on as long as they did if there had been newspaper coverage to report them," according to mediator Theodore W. Kheel.

Kheel, who helped mediate the city's three most recent newspaper strikes, decried radio and television coverage of the disputes in a Dec. 9 talk to the Atlantic Labor Press Conference.

Accurate reporting is "indispensable to the bargaining process," said the mediator, stating that radio and television reports of his recommendations for ending last year's Guild strike against the New York Times as only "suggestions" had weakened their force and imperiled their acceptance.

Kheel said the stations continued to so describe the recommendations despite the fact he

called all 15 stations to tell them they were wrong.

Television coverage of the strikes gave evidence of "an abundance of dollars if not of the special talent needed by those who must use the written word," the mediator said.

Without "the accurate reporting of the printed word," Kheel said, "there is a tendency for reporters not to be as concerned about the refinements and the details of the story."

During the Times strike, he reported, television crews remained mobilized outside the scene of Guild bargaining for days while the only meaningful negotiations were going on with the ITU Mailers in another hotel.

Kheel said the following television interview became ritual during the strike:

QUESTION: Are you optimistic, Mr. Kheel?

KHEEL: Yes, I'm always optimistic.

QUESTION: Was there any progress?

KHEEL: Yes, there was progress in a better understanding of the issues.

QUESTION: Did you bring the two parties together?

KHEEL: Yes, they met both together and severally.

Kheel spoke at a Labor Press Conference luncheon during an all-day session on labor-press techniques.

David J. Eisen, associate editor of the Guild Reporter, was one of three speakers in a panel on "What Labor Editors Expect from Union Leaders." Principals in a reciprocal panel on "What Union Leaders Expect from Labor Editors" included Paul Hall, president of the Seafarers International Union.

4 N.Y. Papers Agree To Pay Raises Early

New York City — Four New York City publishers have accepted a union proposal to put wage increases and other improvements into effect as soon as they are negotiated without waiting for the expiration of current contracts.

The proposal, presented by New York Guild Executive Vice President Thomas J. Murphy on behalf of the Newspaper Trades Council, was accepted Dec. 9 by the New York City Publishers Association on behalf of the Times, News, World Journal Tribune and Newhouse's two Long Island dailies.

John G. Gaherin, president of the Publishers Association, described the agreement as "the first major step" toward new contracts to replace those expiring March 30. He voiced hope that it would bring about early settlements and avert 11th-hour bargaining.

Murphy, who is chairman of the trades council, said that unions interested in early negotiations would proceed individually but that both sides had agreed to subsequent joint negotiations if they should be deemed helpful.

A number of unions have indicated they will seek early settlements. No date has been set for the start of Guild bargaining, but negotiations with some unions are expected to begin after the Christmas holidays.

The Newspaper and Mail Deliverers' Union, like the Typographical Union, has notified the publishers that it wants separate contracts. The Supreme Court this month upheld the printers' right to bargain separately with the New York publishers.

The Mail Deliverers, an independent union, is weighing direct affiliation with the AFL-CIO. Joseph Baer, its president, has disclosed.

The Mail Deliverers and seven of the city's other nine newspaper unions are affiliated with the Newspaper Trades Council. The Pressmen withdrew two years ago, and the Lithographers' and Photoengravers' International Union has withdrawn for the time being because of a jurisdictional dispute with the Typographical Union at Cowles's new Suffolk Sun on Long Island.

The Pressmen and Stereotypers, as well as the LPIU, have been at odds with the printers because of a Typographical Union contract covering all craft employees at the Sun. The Pressmen and LPIU have petitioned for representation elections, and the LPIU and Stereotypers have filed unfair-labor-practice charges against the printers and the Sun.

Murphy, as council chairman, is reportedly seeking a formula to heal the rift.

Thomson Garners 22nd U.S. Paper

Lancaster, Ohio — Thomson Newspapers Inc. will acquire its 22nd U.S. newspaper the first week in January with the purchase of controlling stock in the Lancaster Eagle-Gazette.

Former Secretary of Commerce Charles Sawyer, president and publisher of the 16,686-circulation Ohio daily since 1936, said his radio properties were not involved in the sale.

The same week, Thomson will acquire the Leavenworth Times, oldest paper in Kansas. He has bought 19 U.S. papers in five years.



Kingston Guild Photo by Milton H. Wagenfohr
TRUTH IN PACKAGING? A newspaper-wrapped gift is presented on behalf of the Kingston Guild to Sherwood F. Lasher, left, outgoing president, by his successor, Robert L. Bain. The presentation was made as Bain took the local reins at a Dec. 7 dinner meeting.

Quick Action Urged On Service Award

Guild locals were urged this week to act quickly in selecting nominees for the Guild Service Award, which it was pointed out has brought ANG four staff members over the award's 12-year span.

Nominations for the 1967 contest must be made before Feb. 1. Research and Information Director Ellis T. Baker reminded local presidents in a letter accompanying bulletin-board posters for the award.

"Please think about a candidate from your local immediately, before it's too late for your executive committee to act," Baker urged. Only executive boards and representative assemblies can nominate.

The award, which carries a scholarship of up to \$1,000 for a course in trade-union education, has been given annually since 1955 for outstanding service to the Guild on the local level.

"Four of the winners," Baker noted, "have gone on to join the ANG staff and make full-time

N. Dakota J-Students Get The Guild Story

Grand Forks, N.D.—Journalism students at the University of North Dakota were introduced to the Guild by Twin Cities Local President Peter L. Vanderpoel, who addressed some 40 juniors and seniors at a Dec. 2 seminar. Vanderpoel spoke on Guild history, activities and goals at the invitation of Journalism Department Chairman Alvin E. Austin.

LOCAL ELECTIONS

Kingston

President, Robert L. Bain; vice president, Edward Palladino; recording secretary, Walter Clark; corresponding secretary, Eunice Mentessi; treasurer, Donald Burgher.

Los Angeles

President, Jack Parker; first vice president, Nicholas Abraham (Abraham, 270; Rabin, 171); secretary, Lynn Igoo; treasurer, Eugene Bradford.

New York

President, George McNickle; executive vice president, Thomas J. Murphy; first vice president, Thomas J. Fay; second vice president, Joseph Eisenberg; third vice president, Gerry Passarella; secretary-treasurer, John E. Deegan.

ACLU Rejects Trial Curbs On Newsmen

New York City—The American Civil Liberties Union this month issued a policy report calling for steps to insure unprejudiced trials without inhibiting freedom of the press.

Entering the growing free-press, fair-trial controversy, the ACLU declared its opposition to any sanctions against news media. Penalties, it said, should be limited to law-enforcement officials, members of the bar and officers of the courts.

The ACLU report clashed with recent recommendations of the American Bar Association's advisory committee on free press and fair trial, which recommended that newspapers be subject to contempt proceedings for such transgressions as the publication of statements calculated to influence a trial's outcome.

The ACLU statement, culminating an 18-month study, set forth recommended guidelines for attorneys and law-enforcement officials, who would be subject to sanctions for disregarding them. In addition, a judge could authorize opposing counsel to publicize an answer to damaging information improperly released.

The ACLU guidelines would allow publication of a defendant's name, age, address, job and marital status, the charge against him, the identity of the investigating agency, the length of the investigation and the time and place of the arrest.

But they would prohibit disclosure of any criminal record or confession, observations about a defendant's character, references to such investigative procedures as fingerprints and lie-detector tests, statements about witnesses or evidence, and information on such circumstances of the arrest as resistance and pursuit.

Guild work their careers."

The most recent is International Representative Fred T. Kearney, a 1965 winner. Others are James M. Cesnik, associate director of Research and Information; David J. Eisen, associate editor of the Guild Reporter; and Richard P. Davis, director of International Affairs.

A fifth award winner, Luis Montanez, Jr., is now full-time paid president of the Puerto Rico Guild.

Eligible for the award are local Guild officers, stewards, committeemen and unit officials, but not ANG officers or paid local or ANG officials or staff members.

Chicago Guild Leader To Teach On Cyprus

Julius Silverstein, a member of the Chicago Guild's executive committee, will help conduct a



Silverstein

copy editor for the Chicago Sun-Times, will be one of four instructors at an institute sponsored by the U.S. Information Service, the British Information Service, and Britain's Thomson Foundation, which aids emergent nations to develop news media.

USIS asked ANG to find a Guildsman with a variety of newsroom experience to serve as an instructor. Silverstein has been a copy reader and city editor for 16 years on papers in Chicago.

Fremstad Gives Up Sacramento Helm

Sacramento, Calif.—Lee J. Fremstad resigned last month as president of the Sacramento Guild following his appointment as San Francisco bureau chief of McClatchy Newspapers.

Peter Weisser has been named to succeed him.

Louisville, Columbus, Bay City, Jamestown, N.Y., and Fremont, Neb.

Britain's National Union of Journalists will provide a second instructor, D.G.H. Rowlands, director of the Thomson Foundation's Editorial Study Centre, will be the third, and Dwight Connelly, journalism instructor at Northwestern State College of Louisiana, will be the fourth.

About 20 Cypriot newsmen will attend the institute, to be held from Feb. 15 to April 15.

Freudenberg Dies; Led Indianapolis

Parma, Ohio—Ervin Freudenberg, former president of the Indianapolis Guild, died Dec. 18 after apparently suffering a heart attack while driving to his home here. He was 48.

Freudenberg served as president of the Indianapolis Local from 1957 to 1963, when he was promoted out of the Guild's jurisdiction. He also had served as local treasurer and chairman of the Indianapolis Times Unit.

A victim of the Times's suspension in 1965 after serving 27 years in the paper's business department, Freudenberg later moved to the Cleveland Press, where he was assistant cashier at his death.

When The Computer

G O E S
M a d e

By JAMES M. CESNIK

Computers. Setting type. Scheduling ads. Billing advertisers. Keeping subscription lists. Writing company payroll checks. Paying dividends to company stockholders.

Newspapers' use of electronic marvels—or monsters, depending on the point of view—is growing from month to month.

Stanford Smith, general manager of the American Newspaper Publishers Association, reported to the Newspaper Personnel Relations Association this summer that 30 new computers were installed in ANPA members' newspaper plants during 1965, bringing the total in operation at the end of the year to 67. "Many more" were on order, he said.

Composition Information Services, a Los Angeles, Calif., firm that gathers and distributes information and advice on the use of computers in the printing and publishing industry, reported in October that computers were at work in 135 newspaper plants in the United States and Canada.

In September Ronald White, director of production and engineering for Scripps-Howard Newspapers, described to UPI editors and publishers a newspaper operation of the future that would require little more than a reporter, an editor and a computer. A good many of the electronic components needed for such a system are already in existence, he said, though some of them are "still infantile."

But publishers might well pause, before turning the industry over to the computers, to consider the costly



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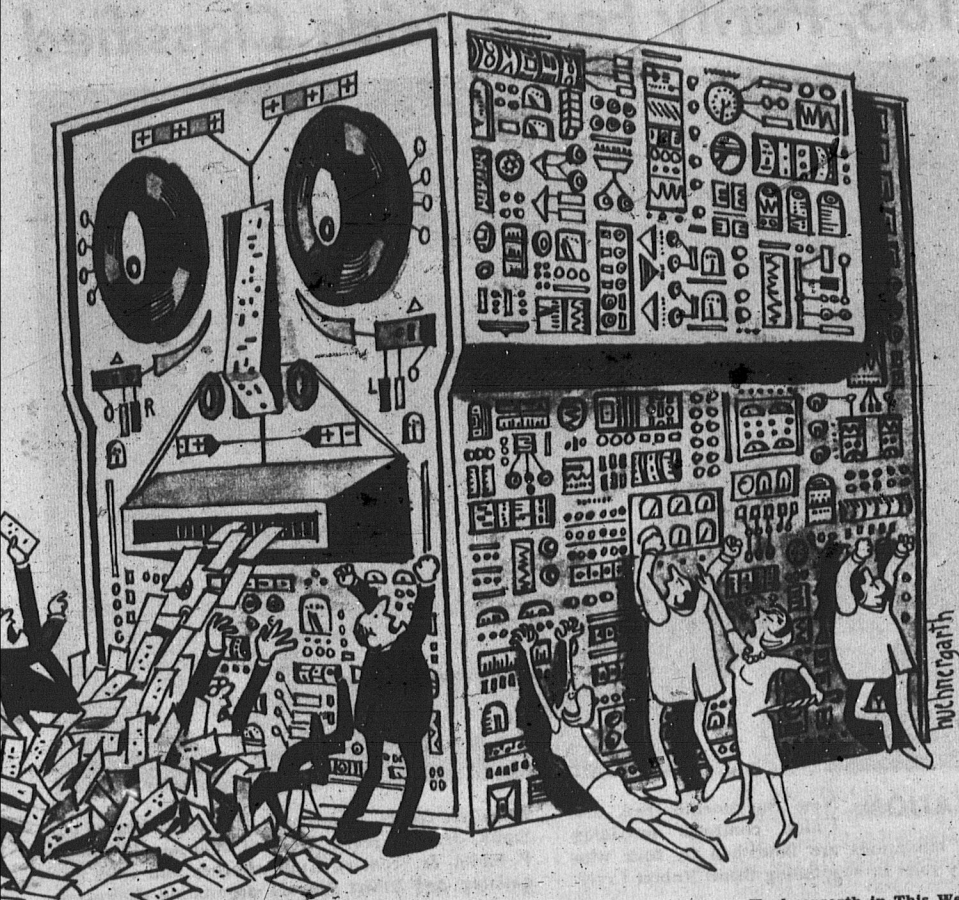
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Huehnergath in This Week

barrassing results of a random pulse double amplitude for a millionth of a second or a millionth of a second in a circuit. It is a sampling of goofs—"malfunctions," or people like to call them—that have come recently in the computer vineyard.

in London installed a push-button bar. Proper button and, whir-rip-slosh, you got at least until one afternoon during rush patrons who had never touched anything had beer in their lives found themselves sipping apricot brandies.

her senior gentlemen—long-time friends—each other over the head after downing what might be a couple of "arf-and-arfs." The had served up "arf" gin and "arf" vodka.

nts of the better students at a college in and were pleased early this year to be notified sons and daughters had made the Dean's List. Few days, that is. Then another letter arrived the same parents that their progeny were one or more subjects and were subject to of dire penalties. Cars were taken away, cut and steady dating forbidden.

it was discovered that the computer had sent the second letter to the wrong group.

copy editor on a large Midwestern paper a check one payday that appeared to contain ounced merit increase of about \$100 a week. flattered, pleased and expansive. Invited the py desk out for a drink.

py went out, he stopped by the managing edice to say thanks. He shouldn't have.

discovered that the new computer in the pay-ment had had a lapse and that he'd been His next check made up for it . . . and his bought their own drinks.

computer installed in the British telephone to prevent a breakdown that might be caused r failure very nearly did the system in.

computer, called George, was programmed to in case of trouble, thus raising the operator, Power failure; send repairman," and ring off. operator turned out to be another computer Charlie. Charlie's response when George dialed 100, that number has been changed. Hang dial "100."

George couldn't hear him, and even if he could ll he knew how to dial was "0."

ge kept dialing "0." Charlie kept telling him "100." Over and over the electronic marvels ly performed their duties . . . for three hours.

ided when a repairman, looking for the source power failure that had paralyzed the entire telephone system, found the pair sputtering at ther.

EN THERE'S a snafu in a computer that's keep- ing books, it can mean financial ruin. ral years ago a hitherto tremendously success- ful firm computerized its operations, and promptly fell to a disappointing \$904,000, as ed by the computer. But even that profit was

The company was actually headed for bankruptcy, but it had so computerized its operation that there was no way of reversing directions, not even by trying to collect unpaid bills. The computer's memory had the only records, and it wasn't telling.

The State of Oregon caught its errant computer before it pushed the state government to the same brink.

Oregon turned to the computer in an attempt to keep up with growing reams of paperwork, and, at first, officials boasted of how many hundreds of jobs would be eliminated. Since the computer developed indigestion, however, they have been speaking of how much more work can be produced—when the machine is well.

It started when a man who doesn't own a boat received a notice for a boat-license renewal. A check into his complaint revealed an electronic data-processing nightmare that included mixed-up names, addresses and license fees, and reels of tape containing state records wiped clean by the computer in a moment of frenzied madness.

Then the machine started mixing up pay checks, spewing forth checks with incorrect amounts withheld for taxes and pensions.

A pay raise for 20,000 state workers threw it into another tizzy, and hundreds were paid late.

Analysts said the problem was that the state hadn't hired enough people to run the computers correctly. More were hired, and all seemed calm until the Legislature decided to turn to the computer for help in redistricting. First the numbers belched forth didn't add up. Then the population was shifted around.

When the computer sent out more than 70,000 automobile and house-trailer license-renewal notices with the renewal dates wrong, officials gave up. They just announced that recipients of the notices should ignore the dates and pay the fees upon receipt of the notices.

A St. Louis insurance agent got a computer off his client's back by sending it a check for \$0.00. The client had received a series of bills, the last one warning that it was the "final notice" and the customer's car insurance would be canceled if the customer did not "pay \$0.00 at once."

So a check for \$0.00 was sent to satisfy the computer. It did.

A bank in California refused to refund \$2 over-charged a depositor by its computer. It would cost too much to correct it, officials said—hundreds of dollars. Instead, they took the depositor and his wife out for a night on the town and charged it off to public relations.

And then there is the case of the husband of an ANG employee. He is on Medicare, but the Guild's hospitalization and medical-insurance carrier insists he is only 37, because its computer says so and the enrollment card listing his birth date was destroyed when the computer was programmed. In fact, the computer insists that the ANG employee, who first began working for the Guild in 1943, is 34, making her 11 when she started working for the Guild.

The computer still hasn't been convinced, but ANG finally persuaded the insurance carrier to let it fill out new enrollment cards for both so that it could reap the benefit of lower payments for persons on medicare.

LABOR

BEAT

The U.S. Supreme Court has confirmed a lower-court ruling that more than 4,000 members of the United Automobile Workers laid off by General Motors in Flint, Mich., as a result of a UAW strike in Ohio were entitled to unemployment benefits.

The justices upheld a Michigan Supreme Court decision that the laid-off workers were not directly involved in the dispute and were thus eligible for benefits when their plants were shut down because parts were not available from the struck factory.

URGE TO MERGE

The merger mood is spreading among international unions.

The Mine, Mill and Smelter Workers will hold a special convention next month to ratify an agreement for merger with the United Steelworkers. The two unions, which had been bitter rivals since Mine, Mill's expulsion from the CIO almost two decades ago, also plan to co-ordinate their bargaining with nine other unions.

Merger talks are also under way between the Pulp, Sulphite and Paper Mill Workers and the United Papermakers and Paperworkers. And members of the Masters, Mates and Pilots and the Marine Engineers-Beneficial Association will vote shortly on proposals to unite their unions.

Major-league baseball players are looking for an increase in their minimum wage. Player representatives led by former United Steelworkers' economist Marvin J. Miller have asked

the owners to hike the nine-year-old pay floor of \$7,000 a year to \$10,000. Hours are also an issue—the players are seeking an end to night games played on departure dates.

BORDER BLOCK

Five Canadian graphic-arts unions are seeking the support of the Canadian Labour Congress in pressing for a revision of a U.S. law that limits the importation of printed matter from Canada.

Target of the Typographical, Pressmen's, Bookbinders', Stereotypers' and Lithographers' and Photoengravers' unions is a statute that restricts the importation of material written by U.S. citizens and printed in Canada if it is to be protected by U.S. copyright.

The unions charge the law is "a subtle way of preventing Canadian printers from enjoying their fair share of the North American market."

PICK UP A STRANGER

A consumer boycott of Union Carbide products, including Prestone antifreeze, has been urged by the AFL-CIO executive council following the company's lockout of 1,200 Oil, Chemical and Atomic Workers in West Virginia in an action condemned by the National Labor Relations Board. More than 6,500 other members of the OCAW, the Steelworkers and the Chemical Workers are striking in protest at other Union Carbide plants.

In addition to Prestone, the boycott includes Eveready Batteries, Bakelite Glad Bags, and Englander mattresses and sofa beds.

AMONG

OURSELVES

Gerard H. Borstel, vice president of the Washington-Baltimore Guild and co-winner of ANG's 1966 Guild Service Award, has



Borstel, who led the Guild's Baltimore Sun-papers Unit during its 1965 strike, is a former sports copy-reader for the Sun. His new position will involve editorial work on the IUE News.

Headed the other way is veteran Detroit Guildsman Hal DeLong, editor of the Detroit Labor News for 15 years. DeLong this month joined the City of Detroit's publicity staff.

Wire Service Guildsman Robert Horton has won the Associated Press Managing Editors Association's award for "top performance" during the past year. Horton was cited for a story on the transfer of strategic codes to President Johnson following President Kennedy's assassination.

New York Daily News cameraman Alan Aronson has come to the aid of police again. The latest exploit for Aronson, who has helped to nab suspects six times, was the capture of one of three youths holding up a 70-year-old heart patient at knife point. That was former Charlotte Guild

President Charles Kuralt who narrated CBS's hour-long "State of the Unions" report Nov. 15.

The name of Harry Berkowitz will be missing from the officers' list of the New York Guild's Jewish Forward Unit in January for the first time in 30 years. Berkowitz, unit chairman for more than 20 years and currently controller, is stepping down at his own request.

Herbert Marcus, former long-time treasurer of the Madison Guild and presently assistant public-relations director for the Credit Union North America Mutual Insurance Society, has been appointed to the Madison Board of Education.

Victoria Assists Injunction Drive

Victoria, B.C.—Supporting the British Columbia Federation of Labor's campaign against the use of court injunctions in labor disputes, the Victoria Guild has voted \$200 to the provincial organization's anti-injunction fund.

The provincial association is distributing anti-injunction pamphlets with the object of gaining public support. The Federation will also carry its fight to the provincial government with a brief to be presented to the cabinet.

But the Guild rejected a federation request that all member unions affiliate with the New Democratic Party. The local said it has no desire to become linked with any political party.

2 Coast Locals Win \$200 Top, Parity For Outside Classified

(Continued from Page 1)

\$121, and chief PBX operators up \$13.75, to \$113.

Janitors, whose minimum is raised \$10.50, to \$101.25, will also receive a 15-cent hourly metal-handling differential.

The work week is reduced to 38½ hours next September and 37½ in June 1968, reductions paralleling those in Sacramento.

The service requirement for a fourth week's vacation is reduced from 15 years to 12 next year and to 10 in 1968. The company is committed to a 50-percent improvement in pension benefits during the contract term, and a \$25,000 hazardous-assignment insurance policy is provided for the first time.

The new automation clause, in addition to providing for staff reductions by attrition rather than dismissal, requires three months' notice to the Guild of new equipment. There is a reopening pro-

vision for changes resulting from automation.

A no-discrimination clause was won, and the Guild succeeded in eliminating most combined reporter-photographer jobs.

The contract also contains improved holiday-work, sick-leave and military clauses and provides unpaid leave for maternity and employees receiving fellowships or scholarships.

The Sacramento Bee settlement was similar to that negotiated earlier at the smaller Sacramento Union, where a \$200 top and parity for classified outside employees were won last month.

The Bee, which has added 60 employees to its staff since it was purchased by Copley Press last May, will reach the \$200 level for key classifications including librarian, on Jan. 11, 1969, with increases of \$5 retroactive to last January, \$5 retroactive to June, \$5 next month, \$9 in January 1968 and a final \$4.75 on the final day of the contract.

The outside-classified top goes up in jumps of \$4.50, \$5, \$10, \$14 and \$10.25.

Among other new minimums are: copy-desk chief, up \$38.75, to \$225; sports editor and assistant to city editor, up \$33.75, to \$220; copy dealer and chief photographer, up \$32.50, to \$215, and telegraph-news and picture-desk men, up \$32.50, to \$210.

Other top minimums include telephone operators, up \$10.50, to \$110.20; assistant librarians, up \$11.50, to \$122.45; stenographers, up \$11, to \$114.50; typist-clerks, up \$10.50, to \$101.25; telephone sales persons, up \$24.15, to \$130.50, and chief clerk, up \$13, to \$143.05.

Desk differentials for employees working temporarily in higher classifications are: increased by from 75 cents to \$2 a shift, with the top differential going to \$5



EXULTATION: New Sacramento Bee and Union contracts providing \$200 top-minimums are flourished by four who played key roles in negotiating them: Robert Creel-

man (left front), Union unit chairman; Harlin D. Smith, Jr. (left rear), Bee unit chairman; William P. Smith, Jr. (center), Guild attorney and chief negotiator, and Albert Rhoads, negotiating chairman.

\$22 Hike Won By Guild At San Juan Star

(Continued from Page 1)

Guild's jurisdiction over work presently performed by Guild-covered employees and similar work performed under new processes or equipment.

Both camera- and car-expense provisions are improved, with regular car users receiving \$20 a month plus 10 cents a mile instead of a weekly \$6 minimum that included the first 60 miles' payment. The company will also pay half the cost of collision and comprehensive insurance in addition to compensating employees for the difference between the premiums for personal and business use.

Among other clauses:

- Time off for registration as well as voting.
- Mandatory leaves of absence for employees attending Guild seminars.

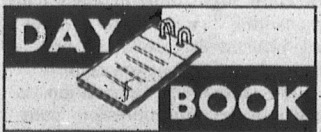
- A provision allowing employees to refuse to cross picket lines of other Star unions or to handle struck wire copy.

- A work week of five consecutive days followed by two days off.

April Deadline Set For Debs Award

Terre Haute, Ind.—April 1 is the deadline for nominations for the annual Eugene V. Debs Award for labor, education or public service, it has been announced by Ned A. Bush, Sr., past president of the Terre Haute Guild and executive vice president of the Debs Foundation.

Nominations will be received at the Debs Foundation, P.O. Box 843, Terre Haute.



Midwest District Council, winter meeting, Jan. 8, Chicago, Ill.
Pennsylvania - Ohio - Indiana District Council, quarterly meeting, Jan. 21 and 22, Massillon Inn, Massillon, Ohio.

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

Empire State District Council, quarterly meeting, Feb. 18 and 19, Washington, D.C.

Thirty-fourth Annual ANG Convention, July 24-26, Chateau Laurier, Ottawa, Ont.

'Twas The Slight Before Christmas

(Continued from Page 1)

pay at 1963-64 wage rates instead of at current rates, as had been its past practice. The company refused to bargain on the reduction, contending that the bonus was voluntary on the company's part.

But the examiner pointed out that the bonus had been paid for more than 20 years and was so much a part of the employees' wages that a company representative once maintained during bargaining that wage comparisons with other cities should include it.

Scharnikow rejected a company contention that the unions had waived their right to bargain on the bonus by agreeing to a "zipper clause" limiting terms of

employment to those set forth in their contracts. The contracts make no mention of the bonus.

The examiner said agreement to the "zipper clause" did not constitute "a clear and unmistakable waiver" of the union's right to bargain on the bonus.

The Guild, which has no "zipper clause" in its contract, chose to invoke arbitration procedure rather than file unfair-labor-practice charges, but the company obtained a temporary injunction halting arbitration.

Santa gave the same short measure in this year's bonus checks, and the Guild this week included a clause guaranteeing payment at current wage rates among its new-contract demands.

Tobenkin Contest To Close Feb. 15

New York City—Feb. 15 is the deadline for entries for the Paul Tobenkin Memorial Award, established in memory of a former chairman of the New York Guild's Herald Tribune Unit.

The award of \$250 is for outstanding newspaper writing in the fight against racial and religious discrimination. Formerly administered by a group of organizations and individuals, it was taken over last year by Columbia University's Graduate School of Journalism.

Wage Offer Of \$205 Inadequate, AP Told

(Continued from Page 1)

automation program to Guild negotiators—and then refused a guarantee of no automation dismissals.

AP said there was no likelihood of automation discharges "in the near future" and promised to be "humane" in dealing with automation problems. But it refused to match a no-dismissal provision in the Guild's automation clause at United Press International, objecting to "a guarantee in perpetuity."

Management disclosed that it plans to convert AP's A wire to upper-lower case in a prelude to computer synchronization with its Teletypesetter circuit, to institute an automated record of gummed-tape stockmarket service, initiate an experimental 150-word-a-minute printer in Virginia, convert its bookkeeping operations to computer, computerize its baseball box scores and weekly statistics and switch all its stock-market lists to an IBM 360 computer.

Management said it had no idea what other automation steps might follow after its current program is completed.

Guild negotiators accused AP of wanting employees to "bear the brunt" of any unsolvable auto-

Now You See It...

New York City—Top-bracket Associated Press employees who received \$14 increases as a result of a Guild contract negotiated two years ago are 28 cents a week poorer than they were then.

Wire Service Guild negotiators told management this month that the increased cost of living has eaten away \$11.14 of the increase, and extra deductions for income taxes, pensions and insurance on the raise have increased the loss in purchasing power to \$14.28.

"This means," said the Guild, "that for us to achieve our current \$188.75 top minimum in 1964 dollars, we would have to be making slightly more than \$200 at this moment. It would require \$200 just to stand still."

management problem, "to find a solution by hunting for a new job and a new life."

The Guild bargainers served notice that they would not recommend any settlement that did not ban dismissals resulting from automation.

Lynn Guild Gains \$10.50 Automation Protection

Lynn, Mass.—Wage increases ranging to \$10.50, improved medical insurance and automation protection have been won in a two-year contract between the Lynn Guild and the Lynn Item-Telegram News.

General increases range from \$4.75 retroactive to April 1, 1965, and another \$4.75 retroactive to last April 1 for those earning \$120 and over down to \$2.50 each year for those earning \$65 to \$95. Others receive \$3.50 each year.

The top minimum for copy-desk men and sports editor is increased an extra 50 cents retroactive to 1965 and another ad-

ditional 50 cents retroactive to last Sept. 1, bringing it to \$150. The society-editor top goes up an additional \$3 retroactive to Sept. 1, bringing it to \$148.50.

The top for reporters and display salesmen goes up an additional 50 cents retroactive to Sept. 1, raising it to \$146.

A new automation clause requires 90 days' notice to the Guild of new processes or equipment and bans dismissals resulting from automation. The Guild's model jurisdiction clause has been added.

The contract provides for an improved medical-insurance plan and incorporates an anti-discrimination clause for the first time.

Local Copy

A PAGE FOR OFFICERS AND STEWARDS

Memphis: Merit Pay Prevails Even On Step-Ups

Merit pay goes to more than 60 percent of all key editorial and advertising employees, including those on step-ups, at Scripps-Howard's Memphis Commercial-Appeal and Press-Scimitar.

Payroll information furnished by the company shows that as of October, 86 of 128 fully experienced key editorial employees, as well as nine of 24 on stepups, were paid above minimum.

Merit pay in advertising was going to 16 of 25 fully experienced key employees and six of 12 on stepups.

Here is the breakdown as reported by management:

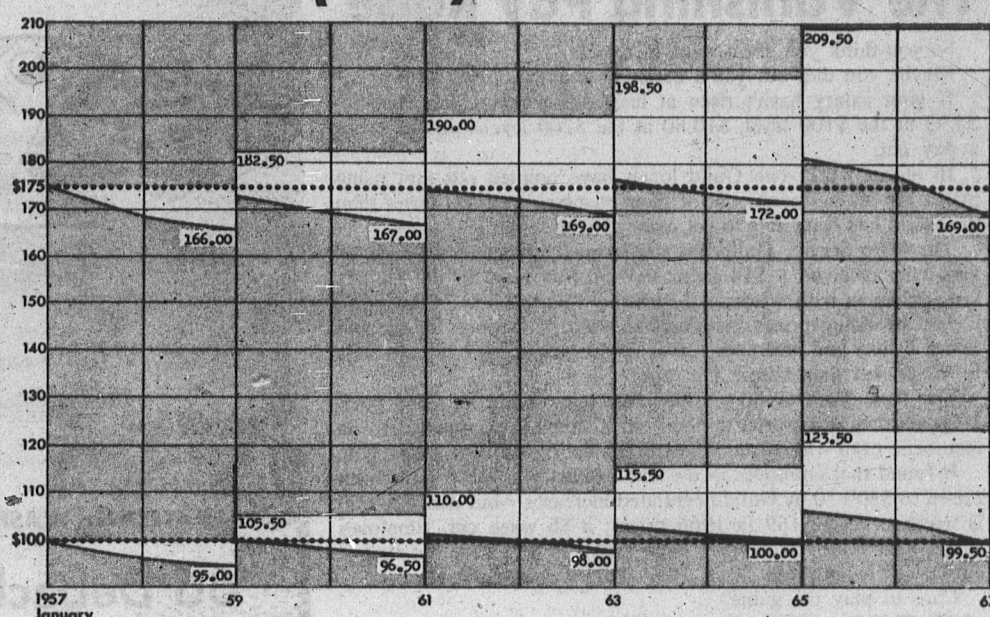
Reporters, Photographers, Artists, Copyreaders, Rewriters, Special Writers, Editorial Subexecutives	
Contract Minimums	Actual Salaries
\$85 to start	1 at \$ 85.00
	2 at \$ 95.00
\$100 after one year	4 at \$100.00
	1 at \$100.20
	1 at \$110.00
\$112.50 after two years	5 at \$112.50
	1 at \$117.50
\$127.50 after three years	2 at \$127.50
	1 at \$130.00
\$137.50 after four years	3 at \$137.50
	1 at \$145.00
	1 at \$147.50
	1 at \$152.50
\$155 after five years	43 at \$155.00
	1 at \$155.80
	1 at \$156.30
	2 at \$157.05
	1 at \$157.50
	1 at \$158.05
	1 at \$159.55
	1 at \$159.80
	1 at \$159.84
	5 at \$160.00
	1 at \$160.80
	1 at \$161.80
	1 at \$162.00
	1 at \$162.05
	1 at \$162.30
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	1 at \$202.30
	1 at \$203.30
	1 at \$203.80
	1 at \$204.55
	1 at \$204.80
	1 at \$206.80
	1 at \$217.30
	2 at \$218.30
	1 at \$222.30
	1 at \$223.30
	1 at \$223.30
	1 at \$223.80
	1 at \$225.80
	1 at \$237.87

Display-Advertising Salesmen, Sales and Promotion Artists, Photographers

Contract Minimums	Actual Salaries
\$100 after one year	3 at \$100.00
\$112.50 after two years	3 at \$120.00
	1 at \$120.30
\$127.50 after three years	2 at \$127.50
\$137.50 after four years	1 at \$137.50
	9 at \$155.00
\$155 after five years	2 at \$138.80
	1 at \$156.80
	2 at \$158.30
	1 at \$161.30
	2 at \$161.80
	1 at \$165.30
	1 at \$166.30
	1 at \$168.80
	1 at \$171.80
	1 at \$181.80
	1 at \$185.00
	1 at \$190.00
	1 at \$197.80
	1 at \$203.80
	1 at \$208.30

Wage Treadmill

Time (Inc.) Stands Still



"It takes all the running you can do to keep in the same place," the Red Queen said to Alice. "If you want to go somewhere else, you have to run at least twice as fast as that."

Lewis Carroll's paradox just about describes the last 10 years of bargaining, the Guild's Time Inc. Unit has discovered.

Wages haven't stood still — they haven't run quite hard enough to do that. They have slipped backward.

To buttress its contention that a substantial wage increase is in order, the unit's bargaining committee demonstrated by the above chart that the last decade's general increases have resulted only in a "general decrease" in purchasing power.

"The two salaries used as examples were chosen to represent the optimistic as well as the pessimistic side of the picture," the unit bulletin said. "The \$100-a-week employee traditionally receives a larger increase, on a percentage basis, than the \$175-a-week employee."

But the chart shows that even the \$100-a-week employee has the equivalent of 50 cents less to spend than he did 10 years ago, while the

employee who earned \$175 a decade ago is living at the \$169 level today.

In each case, the dotted line represents the "break-even" point at which the 1957 living standard is maintained.

"When rising cost of living drives the purchasing power of a salary below that point (sagging lines), the salary has effectively been cut," the unit said. "This wage cut is in spite of the fact that the dollar amount of the salary (horizontal lines) climbs in two-year steps after each contract is signed."

In short: The \$100-a-week employee has about broken even — his \$123.50 salary is barely worth his 1957 salary of \$100.

The \$175-a-week employee has done worse. Although in dollars his wages have risen to \$209.50 a week, an apparent 20-percent increase, his actual salary is several dollars less — a net decrease in purchasing power of approximately three percent.

The Time Inc. Unit's study paralleled one made by the Wire Service Guild, which showed that a \$14 increase won two years ago at Associated Press has been more than wiped out (Page 6).

On-Job Training

Dallas Boys Learn Union Lesson

By Press Associates

Dallas, Tex. — A trial examiner's decision in a Dallas National Labor Relations Board case shows what it means for newspaper employees not to have a union to turn to when they need one.

The decision tells the story of 68 boys who work extra time for the A. H. Belo Corp., which handles distribution of the Dallas Evening News.

The issue was whether the News, through its agent, refused to process a grievance of the "extra" boys, whether a resulting strike was due to this refusal, whether it offered to take the boys back if they agreed to return to work and whether it kept this promise when they did try to go back.

But the real story lies in the grievances around which the strike centered. The "extra" boys are schoolboys between the ages of 16 and 18 who worked twice a week in the News mailroom preparing papers for distribution. They had a lot of complaints:

► Low wages: \$1.25 to \$1.50 an hour, or \$12.50 for handling 10,000 papers.

► Long hours: from 15 to 16 hours a day with little time off.

► High accident rates: One boy got his head "smashed up"; another had the tip of a finger cut off; another was hurt falling from a conveyor belt.

The boys wanted a wage increase, a minimum guarantee for

call-in pay, a rest period every five hours. Above all, they wanted safer working conditions.

Instead, they complained, they got a runaround. They were told that they wouldn't get into accidents if they were more careful, even when they were tired.

When they struck, they were told that no one was "ever going to stop the Dallas News from going out." Eventually, the boys tried to return to work but were

told that they had "quit" and could not have their jobs back.

After analyzing the evidence, the trial examiner decided that the Belo Corp. had engaged in an unfair labor practice by refusing to reinstate the boys to their jobs. He recommended that the NLRB order the boys' reinstatement with back pay and direct the company to negotiate with whatever bargaining agent the boys designate as their representative.

Profits Continue Climb In Cincinnati, Toronto

The Cincinnati Enquirer has reported a record profit of \$1,900,000 for the fiscal year ended Sept. 30, up almost \$200,000 over last year.

Earnings per share were up 25 cents, to \$2.35. Directors declared a quarterly dividend of 35 cents.

The Toronto Star reported its profit for the fiscal year at \$1,135,750, up from \$1,071,686 in 1965. Revenue was up nearly five million dollars, to \$42,587,909.

The Star called in more than two million dollars' worth of stock for redemption Dec. 31, including 39,981 participating shares at \$55 a share and 39,981 convertible shares at \$50. Both have been paying six percent.

A 75-cent fourth-quarter dividend brought New York Times dividends for the year to \$2.35

a share, up from \$1.80 the year before.

Stockholders approved a five-for-one split in Times stock at their annual meeting Nov. 30.

Two weeks later the company announced it had bought 51 percent of the Teaching Systems Corp. of Boston for a half-million dollars.

The company produces instructional materials for use in government and industrial training programs as well as in general education.

Business Week, citing a \$100 rise in the price of the Times's Class A stock in two months, reported rumors last month that press magnate Lord Thomson is buying the stock heavily as an investment. The stock carries no voting rights, making a Thomson takeover impossible.

Editorial

The Vanishing Pay Raise

So you think you got a wage increase? Maybe you did, but you'd better look again. If your salary hasn't risen at least 5.9 percent since 1964—\$5.90 at the \$100 level, \$10.80 at the \$200 level—you've taken a pay cut.

In recent weeks two Guild locals have pointed out that rising prices are taking money out of their members' pockets faster than the Guild has been able to get management to put it in.

The Wire Service Guild has produced figures that show newsmen who received a \$14 increase over two years in the Guild's last settlement with Associated Press have had \$11.14 of that raise filched by rising prices. Adding increased deductions for income tax, pensions and insurance leaves the newsmen with 28 cents less in his pocket than before the raise.

The New York Guild's Time Inc. Unit, taking its study back 10 years, has discovered that the same thing has happened to its members, even without taking extra deductions into consideration.

It found that employees whose 1957 salary was \$175 have been raised to \$209.50 by Guild-negotiated increases—but that \$209.50 is worth exactly \$169 in 1966 prices, a \$6 wage cut. Employees whose salary was \$100 have been raised to \$123.50, but that is equivalent to only \$99.50 in 1957 dollars, it calculates.

Care to play the game? The U.S. cost of living has risen 3.6 percent in the past year. So if your 1965 salary was \$100 and management proposes a \$3 raise, it's offering you a pay cut.

If your '65 salary was \$200 and management offers to increase it by \$7.50 it's offering you a 30-cent raise.

Can you afford it?

Paging The FTC

The National Right to Work Committee, which needs little enough encouragement, has interpreted the election results as a signal for a new round of broadsides on behalf of the open shop.

The committee reportedly plans to campaign for "right-to-work" laws in at least 10 states that up to now have escaped this blessing. One of the lucky states is Missouri, but at least one employer is saying "Thanks, but no, thanks."

The St. Louis Post-Dispatch had the following observation to make about the campaign in a recent editorial:

"Very few workmen take much stock in the propagandistic argument that it is an invasion of personal freedom to expect those who benefit by collective bargaining to share its costs. The 'right to work' has been seen for what it often is intended to cover up, the 'right' to weaken labor organizations.

"That this is a questionable benefit even to employers is indicated by the fact that such laws have been adopted in only 19 states, which, for the most part, lag in industrialization and employment opportunities. For them, it is like bond-financed plants and tax concessions, just one more gimmick for attracting industry with the low-cost pitch.

"This has little appeal to responsible, progressive employers. They see little advantage in locating where facilities for their employees' welfare are inadequate."

Congress failed to repeal Section 14(b) of the Taft-Hartley Law, permitting states to continue the enactment of laws banning the union shop. But it did enact "truth-in-packaging" legislation.

If this doesn't cover the "right-to-work" wrapping in which these laws are sold, it ought to.

The Guild Reporter

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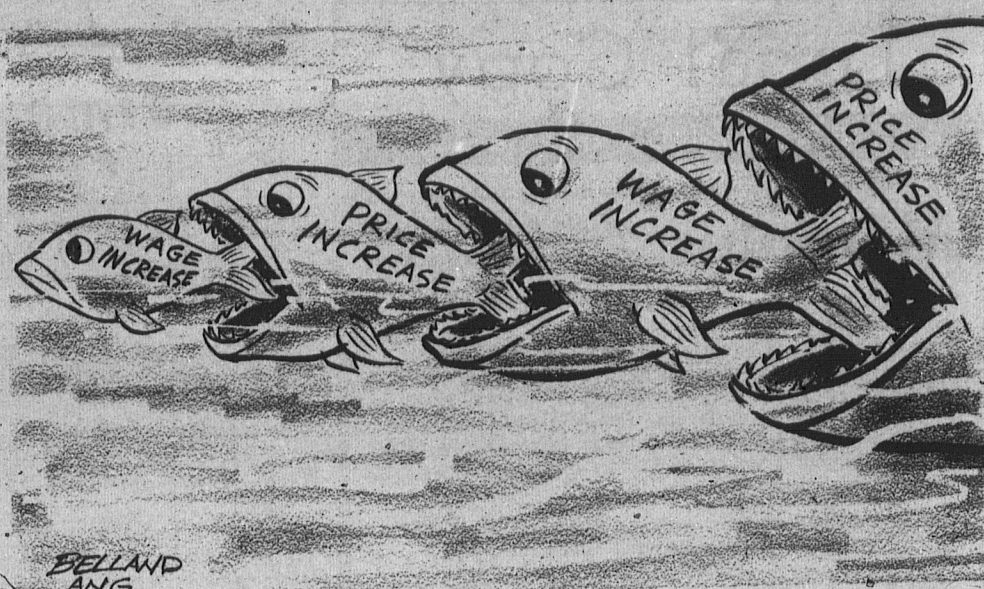
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DATELINE: WASHINGTON

'66 Debacle Is No Safe Guide To LBJ's '68 Chances

By WILLARD SHELTON, Washington Guild



President Johnson's "winter of discontent," a perceptive New York Times writer termed this period during which the President sums up the election returns—bad for him, no matter how you slice it—and confronts the moment of truth when he must deliver his State of the Union message to the incoming 90th Congress, loaded with new Republicans who in turn are loaded for bear.

A nagging, persistent thought nevertheless recurs: The Washington political reporters always tend, as the pendulum swings, to swing "too fast and too far." The observation is not this correspondent's, although I agree with it most heartily and did when it was first made in my presence. The analyst who invented the phrase was a key figure in the Truman White House, carefully explaining why President Truman would win re-election despite the fact that everyone had written him off.

One must add that political leaders—the party leaders, that is—and political reporters have a most unfortunate habit of re-

peating each other and listening to the sound of their own voices, which is by no means necessarily the same as the voice of the people.

Mr. Johnson's party lost an election, and because there was widespread disaffection (or disenchantment, or puzzlement, or confusion) relating to public understanding of the President's personal style, he is personally blamed.

Republicans find the thought gratifying, and so they should; the element of disenchantment with the first chief executive from Texas was a factor in the election. ("You and I understand his particular style of corn-ball frontier humor, but most of the people don't," remarked a Montana political professional, giving both of us more credit and the "people" less credit than any of us deserved.)

The Democratic governors then came along and joined in blaming Mr. Johnson personally for the disasters that had befallen Democrats.

Reacting, like the Democrats, after the fact, the press cut loose on the credibility gap, the wheeler-dealer theme, and asked such questions as, "Why doesn't he admit that U Thant has told the gospel truth about Vietcong overtures for peace and that he himself has lied?"

A vintage specimen from the press on the credibility gap was the Newsweek takeout, written by one of the most conscientious and able political and White House reporters in Washington.

It piled up a case that in essence said Mr. Johnson has not been telling the truth to the people. It recommended a remedy: The President should listen to the voice of conscience on the White House staff, the Baptist clergyman, Bill D. Moyers.

But no White House reporter had a publishable intimation that Moyers was already going, going, gone to become publisher of Newsday, so that he wouldn't be around to instruct the President hereafter about telling the truth to the people.

We have one President and one only, and if he needed a taste of discipline from the people, he's had it. Egoism resulting from his stupendous 1964 victory has seemed to this observer his be-

setting sin, and for that the people have supplied a corrective.

His program—the great series of enactments of 1965—was largely made up of proposals that had been kicking around for a quarter of a century and that commanded majority support.

It is most unlikely that Republicans will seek to repeal the substantive legislation; they are much more likely simply to try to cut down appropriations to fund the programs.

Mr. Johnson will face in the 90th Congress about the same party divisions he has long been familiar with, in which the GOP is a minority but a respectable minority. He won't get many innovations adopted next year, and he knows it.

As for writing him off for 1968, time, circumstances and events will determine what happens two years hence. He is, oddly, likely to have a better press than he has had, out of a simple sense of fairness plus some sympathy for a man whose party has had a bad beating.

The President is a practiced, skilled politician in the art of getting through Congress what he genuinely thinks should be gotten through. If he is quieter about it now, that is all to the good.

But write off Lyndon B. Johnson? Not by a long shot.

Barring the accidents to which all men are subject, this observer would expect him to run again for vindication and 1968 will not be 1966, any more than 1966 was 1964.

Medicare Extends Coverage Jan. 1

The federal Medicare program, inaugurated last July, will expand Jan. 1 when a new phase of the program takes effect.

Covered for the first time will be posthospitalization care in what the law calls an "extended-care facility." This may be a special part of a hospital, a nursing home or a home for the aged that has been approved for the care of persons too ill to be cared for at home but not sick enough to require continued hospitalization.

The program covers only post-hospitalization care, the Social Security Administration points out, and not custodial or other nursing-home care.