Newsweek Writers Gain $251 Top Minimum

New York City—A $251 top minimum for writers and photographers, the highest key minimum in any Guild contract, was won by the New York Guild last week in a three-year agreement at Newsweek magazine.

The top will rise $8.50 each year, going initially to $234 retroactive to Dec. 1. Similar increases will boost the top for associate editor to $265.50.

The $251 top is $18 higher than the highest key minimum in any Guild newspaper contract—$233 won last month at the Washington Post.

General increases range from $4.50 to $8.50 each year. The settlement also provides for increased severance pay, night differentials, health insurance and expense allowances.

Step-up minimums in each classification rise by the same amounts as top minimums, with the starting minimum for writers going to $173 in the third year of the contract.

The top minimum for artists and librarians will go up $8 each year, to $234; that for assistant librarians $7.50 a year, to $201.50; that for photo-laboratory technicians $7.25 a year, to $187.75; that for secretaries $6.50 a year, to $138.25; that for stenographers $6 a year, to $122.25, and that for office boys $4.50 a year, to $88.

A 20-percent night differential has been added for employes working after midnight, the severence-pay ceiling has been increased from $11,500 to $13,000, and meal allowances have been increased from $4 to $5.

A $10,000 lifetime maximum under major medical insurance will be increased to $15,000, and deductibility requirements under family coverage will be reduced.

The settlement provides for the submission of Guild-proposed pension improvements during the life of the contract.

The contract's automation clause has been amended to provide for retraining of displaced employes at the company's expense. Discharge-notice provisions have been improved to require four weeks' notice to employes with more than five years' service.

Denver Top Rises $38 To $200; Stockton Wins $200, Full Parity

THE GUILD REPORTER

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

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MILESTONE: Stockton Guild President Richard J. Smith reports to the membership on Stockton Record settlement raising top minimums to $200. Seated, from left, Gene Turner, past president; William Smith, Jr., chief negotiator; International Representative Charles Dale, and Marjorie Flaherty and Manuel Pimentel, Jr., both former presidents of the local.

Coast Contract Hikes Classified, Road Men To Newsman Level

Stockton, Calif. — The Stockton Guild this month won top minimums of $200 for reporters, display salesmen, outside classified salesmen and circulation district managers at the Stockton Record, bringing all four classifications to parity for the first time in any Guild contract.

The settlement will increase outside-classified and district-manager top minimums by $37.25 over three years. The top for reporters and display salesmen will go up by $28.75.

The contract, which also provides for pensions, a shorter work week and numerous other fringe gains, is the first in which the Guild has achieved a $200 minimum for district managers.

Other highlights of the Guild's settlement at the Record, a 61,000-circulation daily, are:

► A new, jointly administered pension program, fully financed by publisher contributions starting at $5.40 per week per employe in April 1968 and rising to $7 in March 1969.

► An increase of $1.10 per week in publisher health-insurance contributions, bringing the total to $5.20.

► A reduction in hours to 38¾ next October and 37½ in October 1968.

► Four weeks' vacation after 12 years' service, instead of 20, this year and after 10 next year, plus provision for a one-year sabbatical leave on request after five years' service.

► Addition of a dues check-off to the Guild-shop clause.

(Continued on Page 6)

Denver, Colo.—A $38 increase will bring the top minimum for reporters and display salesmen at the Denver Post to $200 in a new three-year contract ratified by the Denver Guild this week. The Guild also won its first union security at the Post.

Subeditor minimums are increased by as much as $43, to $214 for a new top group. Top minimums for outside classified salesmen and district managers are raised $41, to $171, while those for rewrite men and copyreaders go up $39, to $207.

The $38 increase in top minimums for reporters and display salesmen is the largest such increase in any Guild newspaper settlement in many years. The general increase ranges from $9 to $22.50.

In addition to union security—maintenance of membership throughout and a seven-out-of-10 Guild shop in all but three categories—the Guild won a fourth week's vacation, merger pay, improved pensions and automation protection, and other contract improvements.

The top for reporters and display salesmen goes up $6 retroactive to Jan. 1, $4 July 1, $7

(Continued on Page 6)

Bonanza In Memphis
Where Dividends Escalate With Wages
Page 2

TACOMA

$20 Won In Two-Year Pact

Tacoma, Wash. — General increases ranging to $20 over two years and a $24.50 increase in the top minimum for classified outside salesmen were won last week by the Seattle-Tacoma Guild at the Tacoma News-Tribune.

The contract, which is retroactive to Oct. 1, also provides four weeks' vacation after one year's service for the first time in any Guild newspaper contract.

Extension of employer-paid health-and-welfare insurance to dependents will cost the company an additional $12 per month per employe.

The top minimum for reporters, photographers and display-ad salesmen goes from $165.75 to $185.75 in $5 increases each six months. The tops for deskmen, make-up editor, copy-desk chief and sports editor go up similarly, to $193.75 for the first two jobs, $196.75 for the latter two.

The society-writer top also goes up in four $5 steps, to $170.25.

The $24.50 increase in the outside-classified top will bring it to $150.25 in the final step. The addition of a fifth-year experience step brings an upgrading of

(Continued on Page 6)

OTTAWA

$23 Won Over 30 Months

Ottawa, Ont. — General increases ranging up to $23.50 over 30 months averted a Guild strike at Southam's Ottawa Citizen last week.

The settlement, hammered out at an 11th-hour session mediated by Ottawa Mayor Don Reid, will raise top minimums for most editorial employes by $6.50 retroactive to July 21, $8.50 May 21 and $8.50 March 21, 1958. The reporter top will go to $154.10.

The settlement, negotiated under the leadership of International Vice President Robert J. Rupert, local president, and International Representative Fred Jones, was the best in the local's history.

The Ottawa Guild's executive committee was preparing to set a strike deadline at the Citizen when Mayor Reid intervened Jan. 16. The settlement was reached in his office the next day.

Citizen Guildsmen had rejected management's last offer by a 79-to-3 vote Jan. 15, picket signs were ready, strike-paper arrangements were under way and the Citizen had moved beds into the plant. The Ottawa District Labour Council had pledged its support to the Guild.

(Continued on Page 6)

SFONG Labor-Unit Chief Guarded In Death Threat

San Francisco, Calif. — Margaret Miller, chairman of the San Francisco-Oakland Guild's East Bay Labor Press Unit, is under police guard after receiving a telephone threat apparently connected with the murder trial of Painters' union officer Ben Rasnick.

Mrs. Miller

Mrs. Miller, who is editor of the Bay Area Painters News, has been in the forefront of a Painters' reform movement that was led by two local officers, Dow Wilson and Lloyd Green, until they were gunned down in gangland style last spring.

Rasnick, secretary of Painters' District Council 16, was arrested last September after being implicated by Sacramento painting contractor Normal Call following Call's conviction of conspiracy in Wilson's murder. Rasnick is being tried on murder charges.

The threat to Mrs. Miller came in a Jan. 1 telephone call to her Berkeley home. Arnold, her husband, was told "You know what happened to Mrs. Ward" and to tell his wife that "she is next."

Mrs. Ward, the wife of a sec-

(Continued on Page 6)

Memphis: Where Dividends Escalate With Wages

	Value ANNUALLY Per Share	Value ANNUALLY Total Shares	Value ANNUALLY % Of 1941 Cost	Dividends ANNUALLY Per Share	Dividends ANNUALLY Total Shares	Dividends ANNUALLY % Of 1941 Cost	Dividends CUMULATIVE Per Share	Dividends CUMULATIVE Total Shares	Dividends CUMULATIVE % Of 1941 Cost	Total Benefit — Value Plus Dividends ANNUALLY Per Share	Total Benefit — Value Plus Dividends ANNUALLY Total Shares	Total Benefit — Value Plus Dividends ANNUALLY % Of 1941 Cost	Total Benefit — Value Plus Dividends CUMULATIVE Per Share	Total Benefit — Value Plus Dividends CUMULATIVE Total Shares	Total Benefit — Value Plus Dividends CUMULATIVE % Of 1941 Cost
1941[1]	$ 106[2]	$ 3,700,550	100	$ 5	$ 182,000	5	$ 5	$ 182,000	5	$ 5	$ 182,000	5	$ 5	$ 182,000	5
1945	160	5,600,000	151	6	210,000	6	23	812,000	22	16	560,000	15	77	2,711,450	73
1950	285	9,975,000	270	30	1,050,000	28	130	4,557,000	123	30	1,050,000	28	309	10,831,450	293
1955	285	9,975,000	270	45	1,575,000	43	333	11,662,000	315	45	1,575,000	43	512	17,936,450	485
1959	600	21,000,000	567	60	2,100,000	57	538	18,837,000	509	60	2,100,000	57	1,032	36,136,450	976
1960[3]	600	21,000,000	567	60	2,100,000	57	598	20,937,000	566	60	2,100,000	57	1,092	38,236,450	1,033
	480	16,800,000	454	52	1,820,000	49	590	20,657,000	558	—	—	—	964	33,756,450	912
1961	600	21,000,000	567	57	1,995,000	54	655	22,932,000	620	57	1,995,000	54	1,149	40,231,450	1,087
	480	16,800,000	454	49	1,715,000	46	639	22,372,000	605	49	1,715,000	46	1,013	35,471,450	958
1962	600	21,000,000	567	56	1,960,000	53	711	24,892,000	673	56	1,960,000	53	1,205	42,191,450	1,140
	480	16,800,000	454	49	1,715,000	46	688	24,087,000	651	49	1,715,000	46	1,062	37,186,450	1,005
1963	839	29,356,250	793	59	2,065,000	56	770	26,957,000	728	298	10,421,250	282	1,503	52,612,700	1,422
	650	22,750,000	615	49	1,715,000	46	737	25,802,000	697	219	7,665,000	207	1,281	44,851,450	1,212
1964	1,011	35,393,750	956	59	2,065,000	56	829	29,022,000	784	231	8,102,500	219	1,735	60,715,200	1,641
	800	28,000,000	757	49	1,715,000	46	786	27,517,000	744	199	6,965,000	188	1,480	51,816,450	1,400
1965[5]	1,272	44,537,500	1203	76	2,660,000	72	905	31,682,000	856	337	11,803,750	319	2,072	72,518,950	1,960
	960	33,600,000	908	64	2,240,000	60	850	29,757,000	804	224	7,840,000	212	1,704	59,656,450	1,612

Source: Scripps-Howard Investment Co. reports to stockholders

[1] All figures (except those indented) include broadcasting operations.
[2] All dollars and percentages rounded to nearest whole number.
[3] Broadcasting operations severed from newspapers. Figures indented are for newspaper operations only.
[4] No valid figures since value of newspaper holdings not heretofore available separately.
[5] Newspaper stock split 16 for 1. All tabulations based on number of shares before split.

The Presses Are Made Of Gold

Memphis Stockholders Reap Bonanza From Guild Gains

The Memphis Guild's recent settlement with Scripps-Howard's Commercial Appeal and Press-Scimitar should be a bonanza for stockholders.

Before the settlement, Memphis's top reporter minimum had gone up $37 in the previous six years, and stockholders had gained more from their investment in Scripps-Howard's Memphis operations than they had in any six-year period since 1941.

A single share of common voting or Class A common stock in the Memphis Publishing Co. held in 1959 returned dividends of $367 during the 1960-1965 period, and grew to more than double the 1959 value.

"We've always maintained that the value of a publisher's property goes up with the return our members get for their services," said ANG Collective Bargaining Director J. William Blatz. "Think what this settlement [boosting the reporter-display salesman top minimum $25 in two years] ought to mean to the stockholders."

Blatz was commenting on an ANG study of the 25-year value and dividend record of Memphis Publishing Co. stock.

The study also showed:

► Dividends in 1965 were at an all-time high of $2,240,000, nearly 31 percent greater than the year before.

► An additional $420,000 was paid in 1965 on Scripps-Howard Broadcasting Co. stock received by Memphis Publishing Co. investors since 1960.

► Dividends paid by the newspapers alone since 1960 totaled $10,920,000, with another $1,925,000 paid by the broadcasting operations.

► Twenty-five-year publishing-company dividends totaled $29,757,000, more than nine times the $3,700,550 1941 cost of the stock—and the publishing company included a radio station then.

► An increase of 20 percent was recorded in the newspapers' stock value in 1965 over 1964—to $33,600,000, more than nine times its 1941 cost.

► A total benefit to newspaper stockholders (the increase in stock value plus dividends) of $7,840,000 was recorded in 1965, a 12-percent increase over 1964.

► The cumulative benefit since 1941 totaled $59,656,450, more than 17 times the stock's 1941 cost.

The ANG study is drawn from the annual reports of the Scripps-Howard Broadcasting Co. and the Scripps-Howard Investment Co., which holds a minority interest in 10 of 17 Scripps-Howard papers, the Newspaper Enterprise Association, the Scripps-Howard Broadcasting Co. and three papers outside the Scripps-Howard chain.

The stockholding company has 15 percent of the common voting and Class A common stock in the Memphis Publishing Co., which publishes the Commercial Appeal and Press-Scimitar.

Until 1960 the publishing company owned radio and television stations in Memphis, too.

That year, however, the broadcasting operations were severed from the newspapers and the WMC Broadcasting Co. was established, with publishing-company stockholders receiving one broadcasting-company share for each share of publishing stock they owned.

In 1961 the broadcasting company was merged into the Scripps-Howard Broadcasting Co., and stockholders received 10 shares for each share of WMC stock they owned.

One share of stock held in the Memphis Publishing Co. in 1941 had, by the end of 1965, grown to 16 shares plus 10 shares in Scripps-Howard Broadcasting without additional cost to the 1941 investor.

The 1941 share, which was valued at $106 and paid a $5 dividend, had grown in value by the end of 1965 to $1,272 and returned $76 in dividends.

Since the newspaper and broadcasting operations were separated in 1960, dividends paid on newspaper stock have ranged from 83 percent to 87 percent of total dividends paid by both enterprises. And the value of the newspaper stock has ranged from 75 percent to 80 percent of the value of the stock in both.

The value of the newspaper stock has been greater in each of the last three years than that of the combined operations at the time of their separation.

Federal Jury Dismisses N.Y. Strike-Benefit Suit

New York City—A Federal Court jury last week threw out a damage suit that sought to have New York Guild officers repay the local $290,000 in benefits paid to Guild members who observed printers' picket lines during the 1962-63 newspaper strike.

The jury, after a four-day trial, rejected a claim that the officers had violated their fiduciary responsibilities under the Landrum-Griffin Act by paying the benefits without following proper Guild procedures.

The suit was brought by Frederick Rogoish Jr., a New York Times advertising supervisor reprimanded by a local trial board for crossing printers' picket lines during the strike.

Rogoish filed suit for $1,680,000 after the picket-line charges were filed against him in 1963, but the amount was reduced when it was agreed that ANG benefits and local benefits paid to locked-out members at five of the papers were not in question.

Defendants in the suit were local officers at the time of the strike: President Wilfred E. Alexander, Executive Vice President Thomas J. Murphy, Secretary-Treasurer Michael Potoker and three vice presidents.

During the trial, at which ANG Secretary-Treasurer Charles A. Perlik, Jr., testified in support of the officers, Rogoish's attorney stipulated that no misappropriation of funds for the officers' own use was alleged.

TV-Radio Newsmen Win $350 Minimum

New York City—A three-year contract providing a $350-a-week minimum for network news reporters and correspondents has been ratified by members of the American Federation of Television and Radio Artists.

The newsmen earlier had rejected an offer of $300 from the American, Columbia, National and Mutual broadcasting companies and demanded $400. The minimum is to be applied against sponsors' commercial fees.

Detroit Schools Boycott Kingsport

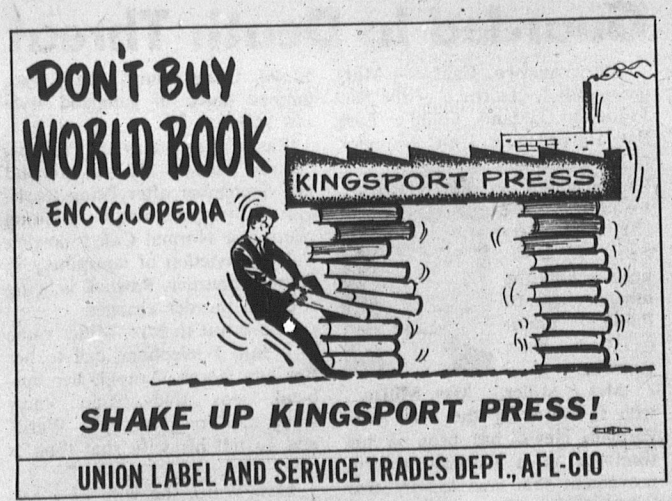
Detroit, Mich.—The Detroit Board of Education this month voted to boycott textbooks printed at Kingsport Press, where five printing-trades unions have been on strike for almost four years.

The board, responding to a request from the Wayne County AFL-CIO and the Allied Printing Trades Council, voted by 4 to 1 not to purchase Kingsport books when other comparable books are available. A nationwide boycott campaign is being conducted against the Tennessee plant, which has been operating with strikebreakers.

The AFL-CIO Union Label Department has issued the following list of textbook, encyclopedia and general publishers printing at Kingsport:

Alexander Hamilton Institute, Atheneum Publishers, W. A. Benjamin Inc., Charles A. Bennett Co., Chandler Publishing Co., East-West Center Press, Field Enterprises Educational Corp., Follet Publishing Co., Grolier Inc., Grossett & Dunlap Inc., Harper & Row, Holden-Day Inc., Holt, Rinehart & Winston Inc., Henry E. Huntington Library & Art Gallery, Richard D. Irwin Inc.

Alfred A. Knopf Inc., J. B. Lippincott Co., McGraw-Hill Book Co., Pacific Books, Parnassus Press, Frederick A. Praeger Inc., Random House, W. B. Saunders Co., Charles Scribner's Sons, L. W. Singer Co., Southwestern Publishing Co., Charles C. Thomas and Wadsworth Publishing Co.



Tucson Bars Scabs—Eventually

Tucson, Ariz.—Tucson last month became the nation's 92nd municipality with an antistrikebreaking ordinance—but striking printers at the Tucson Star and Citizen aren't cheering.

Tucson's city council, in passing the measure, tacked on a last-minute rider excluding existing labor disputes from its scope. The only existing dispute in which professional strikebreakers are being used is a two-month-old printers' strike at the Star and Citizen.

William A. Starr, Jr., publisher of the struck dailies, had vigorously opposed enactment of the ordinance, which had been defeated in November by a 4-to-3 vote.

Noting that an investigation was currently under way into massage parlors doubling as houses of prostitution, the Tucson Typographical Union asked whether the council, if it passes an ordinance "to outlaw the practice of combining prostitution with massage," would exempt those currently operating.

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N.Y. Guild Seeks $15,000 A Year, 4-Day Week At 4 Dailies

New York City — The New York Guild will seek $15,000-a-year minimum salaries for key classifications, a four-day, 28-hour week and a fifth week's vacation in forthcoming negotiations with the city's four major dailies.

These demands were the highlights of a 14-point program adopted by a local collective-bargaining conference Jan. 11 in preparation for negotiations with the Times, News, Post and World Journal Tribune.

The local will also seek a 20-percent general increase, a full Guild shop, paid sabbatical leaves of from three months to a year and other major contract improvements.

The $15,000-a-year salaries for fully experienced reporters and ad salesmen would mean a weekly minimum of $288.44. Current top minimums at the four papers range from $193.10 to $200.

The Guild is proposing minimums at least 25 percent higher for deskmen and department heads and is asking that top minimums in all classifications be reached in three years, instead of up to seven.

In addition to a four-day week, the Guild will ask double time for overtime and 11 paid holidays instead of eight.

Its proposed fifth week of vacation would be effective after a year's service. It is proposing a three months' sabbatical after 10 years' service, six months after 20 and a year after 25.

The program also calls for severance pay at the rate of four weeks for each year of service, to be payable on termination for any reason, including death; for hospitalization insurance with 120 days' full coverage instead of 21, and group life insurance equivalent to at least three years' salary.

The Guild is also seeking a clause that would require publishers to fill job vacancies from among candidates furnished by the Guild, with preference to be given in the following order: (1) applicants formerly employed under a New York Guild contract; (2) applicants formerly employed under Guild contracts elsewhere, and (3) applicants formerly employed by non-Guild newspapers.

The bargaining program will go to each of the four Guild units for adoption and the addition of unit proposals. No date has been set for the start of bargaining on the four contracts, which expire March 30.

The printers, off to an early start in negotiations, last week accused the publishers of advancing counterproposals that amounted to "a throwback to industrial concepts that were abandoned by progressive companies a generation ago."

The printers, who are seeking a 20-percent wage increase, a cost-of-living provision and a four-day week, said the publishers have replied that they will consider increases only to the extent that they are "justified by increases in productivity" or other contract changes.

The publishers are demanding unlimited use of outside tape in typesetting, elimination of reproduction, an end to teletypesetter and photocomposition training programs and elimination of a clause requiring them to negotiate the conditions under which automation is introduced.

The Pressmen's Union last week presented contract proposals calling for increases of $35 a week on day shifts and $42 on night shifts, a productivity clause providing graded increases as press output rises, a cost-of-living clause, a ban on automation dismissals, increased manning and welfare and pension increases.

The Newspaper and Mail Deliverers' Union has also started bargaining with the publishers, asking for "substantial" wage increases, five weeks' vacation, double time for overtime, an automation fund, a 35-hour week and a ban on layoffs for the duration of the contract.

Although the publishers are bargaining separately with the Typographical Union and the Deliverers under a National Labor Relations Board order upheld by the courts, all have designated John J. Gaherin, president of the New York City Publishers Association, to represent them.

Toledo Guild Photo by Dick Greene

GETTING THE WORD: The nine-union Toledo Council of Newspaper Unions, which is co-ordinating bargaining at the struck Toledo Blade and Times, hears a report on operations of the Toledo Record, interim strike daily. At head table are, from left, James Lecure of the Stereotypers, president of the Record Co.; ANG International Vice President Kenneth E. Rieger, secretary-treasurer, and Guy Warner of the Pressmen, vice president.

Lithographer Link Rejected

Merger Loses In Stereotyper Vote

New York City—A proposal to merge the Stereotypers' Union with the Lithographers and Photoengravers International Union failed to receive the necessary two-thirds majority in a Stereotypers' referendum tallied this month.

The proposal was approved by a vote of 28,027 to 9,576 in an LPIU referendum but received only a slim 4,412-to-4,295 majority in the Stereotypers' vote.

Stereotypers' opposition to the merger was centered largely in New York, where one local opposed it by 193 to 0 and another by 186 to 3, the LPIU reported.

LPIU President Kenneth J. Brown voiced disappointment at the result in a letter to locals but said the issue of merger with the Stereotypers is "far from dead." Brown said the two unions will continue to work together "wherever co-operative effort can best serve the interests of our respective memberships."

The LPIU, meanwhile, will continue to press merger discussions with other unions, Brown stated. Meetings are scheduled with the Pressmen and the Bookbinders in February.

Brown placed part of the blame for the Stereotypers' rejection of merger on the International Typographical Union, which he charged "found it necessary to interfere" by attacking the merger in ITU publications and by sending a letter to all Stereotypers' shops "in effect urging that the merger proposition be defeated."

The ITU, in an open letter to rank-and-file stereotypers reproduced in the ITU Review last fall, restated an offer of limited affiliation made to the Stereotypers' executive board in October 1965 and expressed hope that the Stereotypers would not "slam shut . . . the ITU door."

N.Y. Debut In Exile

Mirror Back—In A Way

New York City — The New York Daily Mirror is back—but don't try to find it in New York.

The latest reincarnation of the city's old tabloid daily made its debut this month in 37 cities in upstate New York, Connecticut, Massachusetts, Rhode Island and Vermont, but it got no closer to New York City than suburban newsstands.

The Mirror is being published by an investment group that includes attorney Robert Farrell, who headed an earlier, abortive effort to revive the tabloid paper. It carries a New York City dateline and publishing address, but it is printed in Fairfield, Conn., and circulates not a single copy within the city limits.

The paper's first 24-page edition had a 90,000 press run, a spokesman said. The Mirror has no regular reporters—only a staff of part-time stringers—and presents a diet of wire copy, syndicated material, pictures, comics and canned features.

The company spokesman said the Mirror doesn't yet feel muscular enough to compete with the two-million-circulation Daily News inside the city. "Maybe someday we will," he added hopefully.

'Summit' Parleys On Toledo Strike Bring Progress

Chicago, Ill.—Progress toward settlement of the 13-week Toledo Blade and Times strike was reported here Jan. 21 after the third in a series of top-level meetings called by the American Newspaper Publishers Association's labor-relations committee.

International officers of ANG, the Typographical Union and the Stereotypers will meet with company officials under ANPA auspices again in Toledo Jan. 31.

ANG Secretary - Treasurer Charles A. Perlik, Jr., Guild spokesman in the top-level sessions, said misunderstandings that stalled local talks in Toledo Jan. 17 following earlier ANPA-sponsored meetings in Columbus Jan. 11 and 12 were largely cleared up at the latest session.

In preparation for next week's meeting, actuaries for both sides are working out details of preliminary agreements on company health-and-welfare contributions, reached here last weekend. The unions are seeking continuation of an improved medical-insurance plan they are temporarily financing following company cancellation of the previous policy shortly after the start of the strike.

The company agreed at the Columbus meetings to joint administration of its pension program, a key strike issue.

The company, which has improved its wage offer at each of the last two meetings, is now offering increases of $8, $7 and $3 over 28 months.

Besides Perlik, other international union officers taking part in the ANPA-sponsored talks are Stereotypers' President James H. Sampson and ITU First Vice President John J. Pilch.

In addition to $2,579 previously received, the Toledo Guild reported these strike donations:

Boston Guild	$150
San Francisco-Oakland Guild	150
St. Louis Guild	150
Wire Service Guild	100
Los Angeles Guild	50
Terre Haute Guild	100
Cincinnati Guild	100
Hawaii Guild	50
Twin Cities Guild	100
Cleveland Guild	200
North Jersey Guild	100
Denver Guild	50
Toronto Guild	100
Youngstown Guild	50
Buffalo Guild	50
Wilkes-Barre Guild	50
Portland (Me.) Guild	100
Detroit Guild	200
Washington-Baltimore Guild	100
Pittsburgh Guild	100
Philadelphia Guild	500
POI District Council	100

Hikes To $25 Won In Initial Coos Bay Pact

Coos Bay, Ore.—Members of the Guild's newest local will receive increases ranging up to $25 a week under an initial contract at the Coos Bay World.

The settlement, which also provides a seven-out-of-10 Guild shop for new members and maintenance of membership, was negotiated following a 16-to-1 strike vote in October. The Guild won bargaining rights at the World last May.

The initial contract is for two years, with five-percent general increases the first year and the same dollar amount the second.

The top minimum for reporters and display salesmen is $132 the first year and $138 the second, the top for circulation and ad clerks, $78.75 and $82.50, and the minimum for proofreaders, $84 and $88.

The contract provides car-expense payments of 10 cents a mile, seven paid holidays, three weeks' vacation after three years' service and two after one, company-paid hospitalization-surgical insurance and up to four weeks' severance pay.

L.A. Will Co-ordinate Bargaining Strategy

Los Angeles, Calif.—The Los Angeles Guild is preparing to inaugurate co-ordinated bargaining among its units in the next round of contract negotiations.

Local President Jack Parker has announced that a local-wide collective-bargaining committee, with representatives from each unit, will be appointed to co-ordinate bargaining strategy.

The local decided to initiate the procedure as a result of a discussion on co-ordinated bargaining at an ANG regional training institute sponsored by the Western District Council last October.

Zagoria, Ex-Guild Officer, Initiates New NLRB Information Program

A new National Labor Relations Board program to inform workers of their rights in representation elections is the brain child of Sam Zagoria, former Washington Guild president and the board's newest member.

Zagoria

The three-point program, designed to warn management and unions against prohibited conduct in order to avert post-balloting objections to NLRB elections, was announced last week by NLRB Chairman Frank McCulloch.

McCulloch credited Zagoria with initiating and implementing "the concept that labor organizations and employers should be informed about and encouraged by the NLRB voluntarily to comply with basic principles of fair conduct in the holding of employe elections."

Zagoria, who headed the Washington Local in 1952, is the first Guildsman to serve on the NLRB. He was named in 1965.

The program includes leaflets explaining the election process, in-plant bulletin-board notices pointing out the mutual rights and responsibilities of employes, unions and employers, and election notices that cite the right of workers to vote free of improper pressures.

The leaflets describing the election machinery can be obtained for general distribution from NLRB headquarters in Washington or at any of the 31 regional offices, the board said.

The first bulletin-board notice is posted when a request for an election is filed. The second goes up when an election is agreed to or when it is ordered.

All parties to a vote are specifically warned against:

► "Making threats of loss of jobs or loss of benefits by a party capable of carrying out such a threat.

► "Firing employes or causing them to be fired in order to encourage or discourage union activity.

► "Making promises of promotions, pay raises or other benefits to influence an employe vote, by a party capable of carrying out any such promise.

► "Making threats of physical force or violence to employes to influence their vote in the election.

► "Making misstatements of important facts where another party does not have a fair chance to reply.

► "Making campaign speeches to assembled groups of employes on company time within the 24-hour period before the election.

► "Inciting racial or religious prejudice by inflammatory appeals."

Picket-Line Crossers

64 Times Strike Violators Fined

New York City—A New York Guild trial board this month found 67 members guilty of crossing picket lines during the Guild's 1965 strike at the New York Times. Two others pleaded guilty.

Sixty-three of the offenders were fined four weeks' salary or the total of their earnings during the 25-day strike. One of the two who pleaded guilty was fined $50.

Two other defendants who continued special schooling at the Times's expense during the strike were reprimanded and required to return strike benefits. Action against another was limited to censure, and no penalty was imposed on two others, one because of special circumstances and the other because he joined the picket line after working for two days.

Charges filed against three others were dismissed.

The trial board rejected a series of procedural objections raised by a number of the defendants, including denial of representation by an outside attorney. The board said no state, federal or other law forbids ANG's constitutional requirement that counsel be limited to Guild members.

The board also rejected the contention of several defendants that they are not subject to disciplinary action under the ANG Constitution because their Guild membership is not voluntary but is required under the contract's Guild-shop clause. It termed the position "untenable."

The trial board was headed by Nancy S. O'Sullivan of the New York Post. Other members were Joseph G. Colangelo of the World Journal Tribune, John Anderson of the Reporter magazine and Alfred Udcoff of the Morning Telegraph.

L.A. Guild Maps Court Action To Collect $5,000 Strike Fines

Los Angeles, Calif.—The Los Angeles Guild is preparing to go to court to collect nearly $5,000 in fines levied by a local trial board against members found guilty of crossing a Guild picket line at the Los Angeles Herald-Examiner in 1965.

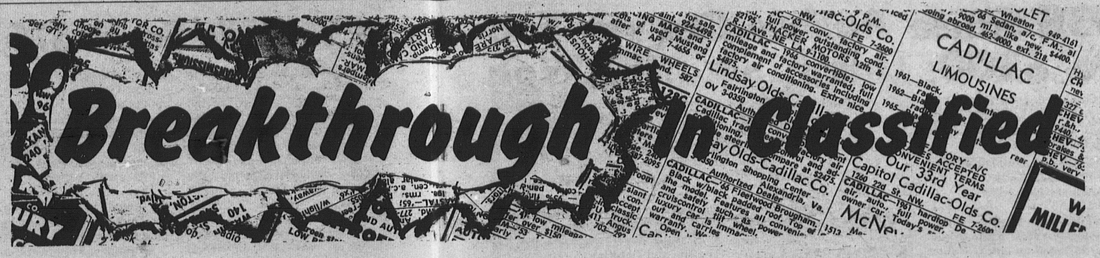
Two of 18 convicted members paid their fines last week after the Guild instituted proceedings in Small Claims Court against four whose fines were below the Small Claims limit of $200.

The judge declined to hear the case against the remaining two, however, directing that it be taken to Superior Court on the ground that the issues involved might take a week or more to be argued.

The Guild also plans to file suit in Superior Court against 16 additional members, whose fines range up to $500. Rehearings of two other picketing cases are pending.

St. Louis Guild Photo by Lloyd Spainhower

ST. LOUIS AWARD: Nelson A. Reed, right, St. Louis businessman and archeologist, receives the St. Louis Guild's annual Page One civic award for his leadership in preserving prehistoric Indian mounds, the largest north of Mexico, in a nearby area of Illinois. William Balota, local president, shows award plaque, mounted with a casting of a newspaper story recounting Reed's achievements, to Mrs. Reed at the local's annual dinner meeting.



Outside Salesmen Climb To Parity

A BREAKTHROUGH to parity for outside classified-ad salesmen has been made in five Guild settlements on both coasts in recent weeks, bringing pay equality with reporters and display salesmen to the tune of top-minimum increases ranging up to $93 in Washington, Sacramento, San Jose and Stockton.

Parity won in an initial contract at Pottstown brings the total of Guild contracts in that category to 12, double the number of daily-newspaper contracts that provided equal pay as recently as November.

"If there ever was a reason why outside classified salesmen should be paid less, it no longer exists," said Washington Post Unit Vice Chairman Robert O'Connor, a display salesman who led the parity drive there. "For all practical purposes the work, the responsibilities are identical, and in many cases the revenue involved may be larger."

These parity settlements are the first since January 1965, when equality was won at the Boston Herald and Traveler. Other parity contracts are in East St. Louis, Massillon, Manchester, Eugene and Sheboygan.

The first step in the breakthrough came late in November at the Sacramento Union, where the Guild succeeded in consolidating outside classified salesmen with reporters and display salesmen, pushing the top minimum for all three jobs to $200 over three years. Increases in the top minimums totaled $43.75 for outside classified, compared to $28.75 for reporters and display men.

Within weeks a similar package was won at the Sacramento Bee and the San Jose Mercury and News. Minimum increases for classified salesmen totaled $43.75 in Sacramento, $48.25 in San Jose, rising to $200 in both cases.

Almost simultaneously, across the continent, there came an even bigger breakthrough.

Bargaining at the Washington Post added $93 to the outside-classified top minimum over three years, bringing it to the $233 level attained by a $33 increase for reporters and display salesmen. Of the $93, $68.25 came immediately.

Back on the West Coast, a three-year settlement in Stockton last week provided a top-minimum increase of $37.25 for outside classified salesmen, bringing them to parity at $200 in the third year.

The Pottstown Mercury's first contract with the Philadelphia Guild, meanwhile, brought parity at a top minimum of $137.50 in the third year, giving raises up to $32.75 to some salesmen.

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EVEN WHERE full parity has not been achieved, there have been some significant gains, including the following:

► **Boston Record-American and Advertiser:** One-year increases of $13.75, to $180, in the reporter-display top; $15.25, to $160, in outside classified.

► **Huntington Park Daily Signal:** Two-year increases of $10.30, to $157.30, for reporters and display admen; $13, to $145.52, for outside classified.

► **Tacoma News-Tribune:** Two-year general increases of $20, to $185.75, for reporters and display salesmen; $24.50, to $150.25, for outside classified.

► **Denver Post:** Increases of $38 over three years, to $200, for reporters and display salesmen; $41, to $171, for outside classified.

The Washington Post contract leads the Guild in outside classified wage gains under pacts going back to 1950. Since that time its top minimum has climbed by $148.75 to its present $208.25.

Other leaders in outside-classified gains over the same period are:

► **San Jose Mercury and News:** Up $112.37, to $161.75.

► **St. Paul Dispatch and Pioneer Press:** Up $101.71, to $147.50.

► **Sacramento Bee:** Up $91.75, to $175.75.

► **Boston Herald and Traveler:** Up $86.50, to $166.

At the bottom end of the scale, all more than $100 below the Guild's top gain over the 17-year period, are:

► **Duluth Herald and News-Tribune:** Up $41.40, to $89.85.

► **Portland (Me.) Press-Herald, Express & Telegram:** Up $41.25, to $99.50.

► **Indianapolis Star and News:** Up $42.50, to $102.50.

► **Youngstown Vindicator:** Up $44, to $107.50.

► **Wilkes-Barre Record and Times-Leader, News:** Up $45.75, to $103.50.

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MANAGEMENT "likes to pretend that the outside classified ad salesman's job is somehow easier or less important than selling display ads," said Washington's O'Connor.

"But any fair analysis will tell you that there's no real difference," he declared. "The skills and talents needed are the same.

"With the rapid growth of classified display advertising, especially in automotive, layout and design are just as important, account servicing takes just as much time and diplomacy, and the outside classified salesman is just as likely to find himself dealing with top agency-account executives as the display-ad man.

"What's more important, he is just as likely to bring the paper as much or more revenue than many display salesmen."

The importance of classified advertising was underlined this month by Frank Lester, president of the Association of Newspaper Classified Advertising Managers.

"We are a big piece of the pie," he told the Northeastern Classified Advertising Managers Association. "Classified accounts for 29 percent of the total newspaper revenue, the biggest piece of the newspaper-revenue pie it has ever produced.

"It exceeds the total income of all national magazine advertising. More than radio. More than total spot TV."

Last year, Lester noted, was the best ever for classified, which he reported "grossed more than 1.34 billion dollars . . . an increase of over 180 percent since 1950, far outstripping the 114.6-percent increase in all newspaper advertising."

In the coming year, he added, classified staffs will have to practice a "hard sell" to sustain last year's record revenue level.

"The public, businessmen and industrialists," Lester said, are now starting to recognize classified advertising "for what we are: a unique, powerful communication medium that has suddenly come of age, a medium that is today the fastest-growing segment of the advertising industry."

Wage Comparison: Display and Outside Classified Salesmen

Contract	Display	Outside Classified	Differential
Washington Post	$208.25	$208.25	$ 0
Metro-East Journal, E. St. Louis	175.20	175.20	0
Boston Herald & Traveler	166.00	166.00	0
Eugene Register-Guard	144.00	144.00	0
Manchester Union Leader	146.00	146.00	0
Sheboygan Press	137.70	137.70	0
Massillon Independent	129.35	129.35	0
Pottstown Mercury	130.00	130.00	0
Stockton Record	181.25	172.75	8.50*
Sacramento Union	181.25	170.75	10.50*
Allentown Call & Chronicle	141.79	131.29	10.50
Sacramento Bee	186.25	175.75	10.50*
Lowell Sun	126.00	114.00	12.00
Philadelphia Inquirer & News	171.00	158.50	12.50
Huntington Park Signal	152.05	139.02	13.03
St. Louis Post-Dispatch	200.00	186.00	14.00
Erie Times & News	140.92	125.64	15.28
Cincinnati Post & Times-Star	150.75	135.00	15.75
San Pedro News-Pilot	150.55	132.50	18.05
San Jose Mercury & News	180.75	161.75	19.00*
San Diego Union & Tribune	171.75	151.35	20.40
Boston Record-American	166.25	144.75	21.50
Delaware County Times, Chester	161.70	140.20	21.50
St. Paul Dispatch & Pioneer Press	164.50	142.50	22.00
Memphis Commercial Appeal & Press-Scimitar	155.00	132.50	22.50
Toledo Blade & Times	158.00	135.30	22.70
Baltimore Sun	154.40	131.15	23.25
Pawtucket Times	148.56	124.00	24.56
San Francisco Chronicle & Examiner	181.25	155.25	26.00
N.Y. World Journal Tribune	194.35	167.30	27.05
Haverhill Gazette	$132.50	$104.00	$28.50
Victoria Colonist & Times	128.59	99.91	28.68
Portland Press-Herald & Express	128.25	99.50	28.75
Great Falls Tribune & Leader	150.00	120.00	30.00
Toronto Telegram	159.00	128.02	30.98
Vancouver Sun & Province	147.75	116.75	31.00
Denver Post	168.00	136.50	31.50
Cleveland Press & News	166.00	133.40	32.60
Bay City Times	140.05	106.15	33.90
Toronto Star	162.50	128.25	34.25
Hawaii Star-Bulletin & Advertiser	173.00	137.50	35.50
Albany Knickerbocker News & Times-Union	140.50	104.00	36.50
San Mateo Times	174.75	137.85	36.90
Indianapolis Star & News	140.00	102.50	37.50
Vallejo Times-Herald & News-Chronicle	171.25	132.50	38.75
Lynn Item	136.00	96.50	39.50
Tacoma News-Tribune & Ledger	165.75	125.75	40.00
N.Y. Times	200.00	158.20	41.80
Wilkes-Barre Record & Times-Leader	146.25	103.50	42.75
Elizabeth Daily Journal	151.50	107.50	44.00
Seattle Times	170.00	125.75	44.25
San Juan Star	128.00	83.00	45.00
N.Y. Post	193.10	144.10	49.00
Seattle Post-Intelligencer	170.00	119.00	51.00
Washington Star	195.00	143.00	52.00
Duluth Herald & News-Tribune	144.00	89.85	54.15
New Westminster Columbian	120.17	65.00	55.17
Detroit Free Press	193.10	124.86	68.24

*Parity negotiated, to take effect at a later date

Eubanks's Life, Work Hailed At 2 Services

The contributions of Sam B. Eubanks to the Guild and labor generally were extolled at memorial services for the former ANG executive vice president held in Washington and Berkeley, Calif., Jan. 13 and 15.

"In whatever he did, Sam Eubanks was dedicated to the discovery and disclosure of the truth, and we can best honor his memory by rededicating ourselves to that purpose," Frank M. Kleiler, director of the U.S. Labor Department's Office of Labor-Management and Welfare-Pension Reports, said at the Washington service, held at Washington Cathedral.

Eubanks, who served as executive vice president from 1941 to 1951, died of a heart attack at his suburban Washington home Jan. 10. He was executive secretary of his home local, the San Francisco-Oakland Guild, from 1952 to 1962; since then he had worked for the U.S. Labor Department, where he was assistant director for technical assistance in Kleiler's office.

Other speakers at the Washington service were ANG Collective Bargaining Director J. William Blatz, who worked as an international representative under Eubanks, and Jack Howard, a former ANG West Coast regional vice president, who now heads the Bureau of Work Programs recently established by the Labor Department and the Office of Economic Opportunity.

Fred D. Fletcher, Eubanks's successor as executive secretary of the San Francisco-Oakland Local; William Millis, local treasurer, and long-time Guild member, and Harold D. Huxley, regional director of the Office of Labor-Management and Welfare-Pension Reports, spoke at the second memorial service held in the First Unitarian Church of Berkeley.

Meanwhile, several Guild locals sent messages of condolence to Eubanks's family through ANG.

"His contributions to our own cause will never be forgotten," wrote Jack F. Weir, executive secretary of the Cleveland Guild, "and we are certain his contributions to social progress in general will be sorely missed."

Eubanks "is remembered in our local as a dedicated trade unionist who made a large contribution to the growth of the American Newspaper Guild," wired Peter Vanderpoel, president of the Twin Cities Guild.

Terming Eubanks "a good friend and mentor in Guild affairs," the Bakersfield Guild declared: "Through the years he added distinction to the American Newspaper Guild."

Marcel Stijns Dies; Ex-IFJ President

Brussels, Belgium—Marcel Stijns, former president of the International Federation of Journalists and a close associate of the late ANG President Harry Martin in founding the IFJ, died here Jan. 15.

Stijns was one of the first European newsmen to commit himself to creation of the IFJ in 1951, when fear of a Russian invasion of Western Europe still made many newsmen hesitant about leaving the Communist-dominated International Organization of Journalists. He brought the Professional Union of the Belgian Press into the IFJ.

He was elected IFJ president in 1956, holding the position four years. In 1964 he was named president of honor.

AMONG OURSELVES

Former ANG International Vice President **Jack Howard** heads up the new Bureau of Work Programs established by the Labor Department and the Office of Economic Opportunity.

Howard

Howard has been in charge of the department's Neighborhood Youth Corps, whose program will constitute a major part of the new bureau. The bureau will administer four manpower-training programs.

Howard was formerly labor editor of the San Francisco Chronicle and an International Executive Board member from 1957 to 1960.

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Guildsman **Robert R. Gerhart, Jr.**, editor of The New Era, a Reading, Pa., labor paper, is a new member of the Pennsylvania Legislature. Running as a Democrat, he bucked last November's GOP trend to win his seat. . . . A Guildsman who failed to breast the Republican tide, award-winning **Martin J. Steadman** of the old New York Herald Tribune, has joined WCBS-TV as an investigative reporter. Steadman lost in a contest for a Long Island Congressional seat.

Covering the arrest of a theft suspect can be a hazardous assignment if you try to interview him, **Rockford Guildsman Donald Ringler** found. Ringler—5 feet, six inches and 150 pounds—was slugged on the jaw by the treasurer of the Cherry Valley Fire Protection District—six feet, four inches and 260 pounds—when he approached to question him.

LOCAL ELECTIONS

Cleveland

President, Betty Klaric; first vice president, James Naughton; second vice president, Michael Dooley; third vice president, Robert Modic (Modic, 286, Donald Sabath, 232); fourth vice president, Rudy Hoglund; treasurer, Emerson Baldorff.

Newburgh-Beacon

President, Edward Lown; vice president, John Everts, Jr.; secretary-treasurer, Albert S. Herth.

Ottawa

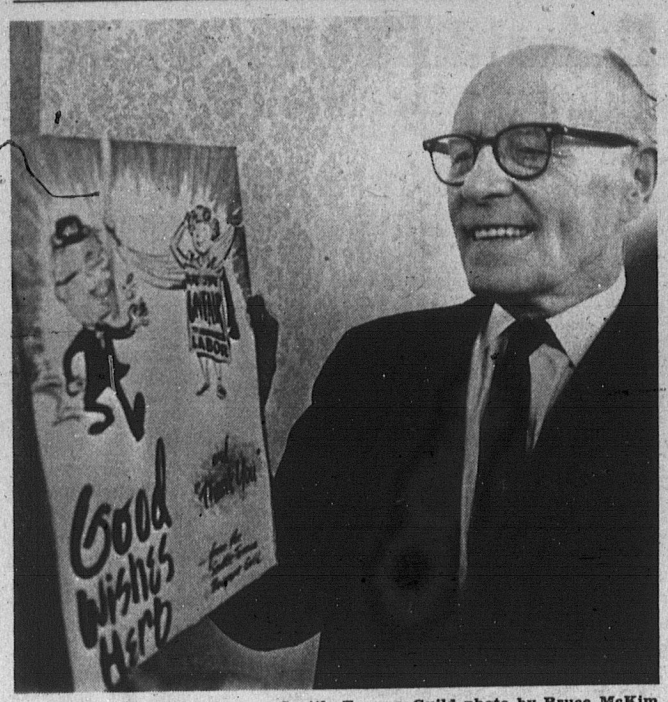
President, Robert J. Rupert; first vice president, Norman Said; second vice president, Fred Seguin; secretary, Theresa Keleher; treasurer, Morris Wilson.

St. Louis

President, William Balota; first vice president, Albert Delgrach; second vice president, Robert Steinke (Steinke, 187; Anthony Canty, 133); secretary, Mary Woods; treasurer, Frank Struff.

San Jose

President, James Choate; vice president, Gilbert Bailey; secretary-treasurer, Thomas Rowen; recording secretary, Phae Phillips.



Seattle-Tacoma Guild photo by Bruce McKim

BITTERSWEET: A Seattle-Tacoma Guild cartoonist sees Jan. 1 retirement of Herbert Gauger, a Guild leader for two decades, as "unfair to organized labor" in this memento presented to Gauger at his final executive-committee meeting. Gauger was an organizer of the Seattle Times Unit, served three terms as local treasurer and was on executive committee for more than 20 years.

$38 Raise Pushes Denver Top To $200; Union Security Won

(Continued from Page 1)

next Jan. 1, $6 July 1, 1968, $8 Jan. 1, 1969, and a final $7, to $200, July 1, 1969.

The top for outside classified salesmen and district advisors goes up $6.50, $4.50, $7.50, $6.50, $8.50 and $7.50, to $171. The differential for district advisors in "problem" districts goes up $2, raising their top by $43, to $179, and the number of such districts is increased from eight to 11.

The top for copyreaders and rewritemen goes up $39, to $207, while that for a new group of upgraded editors goes up $43, to $211, and that for subeditors goes up $42, to $214.

General increases are $7.50 each year for employes earning $200 and over, $6.50 each year for those earning from $190 to $199.99, $5.50 each year from $160 to $189.99, $4.50 each year from $130 to $159.99, $4 each year from $100 to $129.99, $3.50 each year from $80 to $99.99, and $3 a year from $55 to $79.99.

The top minimum for senior account clerk goes up $13, $7 and $7.25, to $136.50; that for secretaries, $6.25, $6.25, $6.75 and $7, to $129.25, that for contract classified ad takers, $11.50, $6.25 and $6.75, to $122.25; that for editorial assistants and senior clerks, $6, $6.25 and $6.75, to $122.25; that for typist clerks, $5, $5.50 and $5.50, to $103.25, and that for messengers and copy boys, $8.25, $4.25 and $4.75, to $87.25.

The modified Guild-shop clause requires membership for seven out of 10 new full-time employes in all categories except outside advertising sales, purchasing and editorial.

A new clause requires the payment of four weeks' compensation in addition to severance pay to any employe laid off or dismissed as a result of sale, merger or suspension. A revised automation clause increases the notice period for automation that may result in job reductions from 60 days to three months.

The company-Guild pension plan is improved to provide for monthly payment of one percent of an employe's average salary during his final 10 years of service multiplied by his total years of service, with a 35-year maximum.

The plan formerly provided for payment of nine-tenths of one percent of the employe's average career salary times years of service.

The Guild won a fourth week's vacation after 20 years' service, and an increase in the mileage allowance from nine cents to 10.

Improvements were also won in grievance, job-security, transfer, overtime and part-timer clauses. Employes scheduled for transfer against their will may resign with severance pay.

The Post settlement was achieved by a negotiating team led by Local President James F. Graham, Unit Chairman Abe J. Weiner and Administrative Secretary Richard E. Wanek.

$200 Pacts The Rule, Says Blatz

Massillon, Ohio—Contract settlements providing top minimums of $200 and up in key editorial and advertising classifications have become commonplace at large dailies and have begun to spread to smaller papers as well, ANG Collective Bargaining Director J. William Blatz told the Pennsylvania-Ohio-Indiana District Council last weekend.

As a result, he said, the Guild's average top minimum rose to $155.31 last month.

The council, at its winter meeting here Jan. 21 and 22, also heard International Vice President Kenneth E. Rieger recount developments in the Toledo Guild's 13-week strike against the Toledo Blade and Times.

Council officers welcomed the return of the Pittsburgh Guild to council activity after receiving a letter from the local announcing its intention of resuming participation in POI affairs.

The council tentatively scheduled its next meeting for June 3 and 4 in Indianapolis in conjunction with the Midwest District Council.

Stockton Guild Wins $200 Parity For Outside Classified, Roadmen

(Continued from Page 1)

The Stockton contract is the sixth in the past three months to achieve parity for outside classified salesmen (story on Page 4). It is the first in many years to gain parity for district managers; only three other contracts, in Terre Haute, Peoria and Toronto, provide it.

Reporter-display salesman top minimums rise to $200 from their present $171.25 in six steps over the three years: $5 retroactive to April, $5 effective Jan. 8, $5 next April, $8 in April 1968 and a final $5.75 in March 1969, a month before the contract expires.

Top minimums for outside classified salesmen and district managers, starting from $162.75, rise at the same rate, with the addition of an extra $8.50 on the final day of the contract to reach $200. Merit differentials are fully protected under both increase schedules.

The settlement also provides special adjustments for inside classified telephone sales personnel, whose top minimum will rise $22.50, to $118.

Similar special adjustments are provided in several other minimums, along with general increases of from $10.50 to $16.

The severance-pay ceiling is increased from 38 weeks to 40, military-leave provisions are improved, and a provision for seniority bidding on vacant circulation districts is included.

Job Lure

The Stockton Record wasted no time in making the most of the $200 top minimum negotiated for its employes by the Guild.

In an Editor & Publisher ad headed "Are You Worth $200 A Week?" the Record invited reporters, rewritemen, copyreaders and others to apply for jobs "going to $200 in two years," with "excellent fringe benefits."

"If you are worth $200 and not getting it," said the ad, "here is your chance."

The settlement, culminating a year of negotiations, was ratified at a Jan. 11 meeting originally called to take a strike vote.

ANG International Representative Charles Dale, who assisted in the final two weeks of bargaining, told the meeting it was "a benchmark contract carved for the whole of the Guild by the sharp edge of the Stockton membership's unity and determination."

The settlement was negotiated by a committee consisting of Local President Richard J. Smith and three former presidents, Gene Turner, Marjorie Flaherty and Manuel Pimentel, Jr. Its chief spokesman was William A. Smith, Jr., Sacramento Guild attorney who helped that local attain $200 parity for outside classified salesmen at the Sacramento Bee and Union late last year.

. . . Tacoma

(Continued from Page 1)

$10.50, along with increases of $5, $2, $5 and $2.

The copy-boy top goes up $4 each year, to $79.50; the top for classified telephone sales goes up $5 each year, to $108.50, and that for stenographers by the same amount, to $102.

General increases range down to $7.

The expiring News-Tribune contract required 20 years' service for four weeks' vacation. Only one other contract, a non-newspaper contract between the New York Guild and the Foreign Policy Association, provides four weeks after a year.

The Guild also won a proviso that no reporter shall take photographs for the News-Tribune within 100 miles of Tacoma.

$200 Pact Averts Strike At Coast Labor Papers

Oakland, Calif.—Guild members at 12 Northern California labor papers will march to a $200 top minimum along with those at several California dailies under a three-year contract won last week by the San Francisco-Oakland Guild.

Reporters, deskmen, copyreaders, photographers and artists at a string of papers published by Olympic Press will receive top-minimum increases of $28.75 under a three-year pact.

The settlement was won after the Alameda County Central Labor Council granted strike approval to the Guild and labor councils throughout Northern California announced they would withdraw endorsement of the papers in the event of a strike.

Under the settlement, the top minimum goes up $4 retroactive to Oct. 1, 1965, $4 retroactive to last Oct. 1, $10.75 next Oct. 1 and $10 Feb. 11, 1968.

In addition, the night differential is increased from $2 to $3 a shift and the company's pension contribution will be increased in three steps from 10.29 cents for each hour worked to 21.72.

Olympic Press is headed by Sheldon F. Sackett, who also publishes the Coos Bay World, where an initial Guild contract was won this month.

$12.50 Raises Achieved At St. Paul Labor Paper

St. Paul, Minn.—Wage increases of $12.50 have been negotiated by the Twin Cities Guild in a one-year contract with the Union Advocate, publication of the St. Paul Trades and Labor Assembly.

The increase will raise minimums for editor and business manager to $222.50. The advertising manager's guarantee has been increased $32.35 a month, to $764.85.

The publisher's contribution to health insurance is increased $1 a month, to $19 for family coverage, $13.40 for individual coverage. An eight-cent mileage allowance is improved to 10 cents for the first 100 miles.

The contract reduces the service requirement for a fourth week's vacation from 20 years to 15 years and lifts the severance-pay ceiling by two weeks, to 37.

$23.50 Increases Won In Ottawa Citizen Pact

(Continued from Page 1)

The rival Ottawa Journal first announced it would shut down in the event of a strike at the Citizen, then recanted. The Guild reached a contract settlement with the Journal this week.

Some position minimums at the Citizen will be raised an additional five percent, while the top for employes in the women's, music and drama departments will go up an additional six percent in some cases, seven percent in others, to bring them nearer parity with reporters.

The top for circulation district managers will go up in three $6.50 steps, to $143.60. Other circulation employes will receive proportionate increases, amounting to more than 5 percent each 10 months.

A parallel settlement at the Journal, where the Guild represents circulation employes only, provides similar raises and minimums.

The Citizen settlement was ratified Jan. 18; ratification of the Journal settlement is scheduled for Jan. 29.

The general increase for other than editorial and circulation employes at the Citizen is just under five percent each 10 months, with a floor of $4.50 for all but copy boys. All business-office employes will be upgraded an additional total of six percent, except for those in two top-slotted jobs, who go up seven.

The night differential, formerly a flat $1.20 per shift, is increased to $1.60 for work between midnight and 6 a.m. The premidnight differential is extended to district managers, who an arbitrator had ruled were not entitled to it under the old contract.

The settlement at both papers provides for a fourth week's vacation after 25 years' service, effective next year.

An upgrading at the Journal will raise country travelers an additional $1.48 a week to the district-manager level.

A modified Guild-shop clause requiring membership for six out of eight new Journal employes is improved to require seven out of eight to join, maximum sick leave is increased from two months to three, and maternity leave of up to four months is provided.

. . . Death Threat

(Continued from Page 1)

ond convicted Sacramento contractor and a key witness in the murder case, narrowly escaped shotgun pellets fired at her three days earlier as Rasnick's trial began.

Since the call police have accompanied Mrs. Miller everywhere—including a Guild representative-assembly meeting Jan. 17.

Mrs. Miller who served as Guild United Press Unit chairman in New York City in 1943, is beginning her second term as Labor Press Unit chairman.

Local Copy

A PAGE FOR OFFICERS AND STEWARDS

Memphis: Where Merit Pay Means Business

Merit pay is widespread in the business office as well as the editorial and advertising departments of the Memphis Commercial Appeal and Press Scimitar, company payroll data shows.

A majority of fully experienced employes in six major business and maintenance classifications at the Memphis dailies received pay above top minimums as of October. A number on step-ups also were being paid over the minimum.

Average pay for experienced employes in these classifications ranged from $6.51 to $12.07 over the top minimum.

The first stage of a recently negotiated two-year settlement has increased these minimums—and the salaries above them—by from $4 to $6.

Following is the payroll breakdown in these classifications as of October:

Telephone Classified Sales and Schedule, Counter, Tristate and National-Classified Clerks

Contract Minimums	*Actual Salaries*
$67.10 to start	7 at $ 67.10
$69.60 after one year	5 at $ 69.60
	1 at $ 70.00
	1 at $ 70.45
$72.10 after two years	2 at $ 72.10
	1 at $ 75.00
	1 at $ 77.95
$78.60 after three years	2 at $ 78.60
	1 at $ 80.00
$81.10 after four years	1 at $ 81.10
$86.60 after five years	6 at $ 86.60
	1 at $ 88.60
	1 at $ 89.10
	1 at $ 89.60
	1 at $ 91.10
	1 at $ 92.50
	1 at $ 94.20
	1 at $ 95.00
	1 at $ 95.70
	1 at $ 96.20
	1 at $ 98.55
	1 at $104.30
	1 at $105.80
	1 at $108.80

General, Item-Book, Display A/R, Bills-Payable and General-Circulation Bookkeepers, Paper-Record and Chief Payroll Clerks, Assistant Credit Manager, Cashiers

Contract Minimum	*Actual Salaries*
$131.80 after five years	None on step-ups
	1 at $131.80
	1 at $137.30
	1 at $144.05
	1 at $145.30
	1 at $147.30
	1 at $157.50

National-Advertising A/R, Circulation A/R, Assistant Display A/R and Transient-Petty A/R Bookkeepers, Machine Operators, Display and Classified Paper Checkers, Income-Estimate and Payroll Clerks, Display Collectors

Contract Minimum	*Actual Salaries*
$101.80 after five years	5 on step-ups
	3 at $101.80
	1 at $104.30
	2 at $104.80
	2 at $105.80
	1 at $107.30
	1 at $108.30
	1 at $111.30
	1 at $114.30
	1 at $117.80
	1 at $129.80
	2 at $131.80

Stenographers, Classified Collectors, Circulation Ledger Clerks, Inside Circulation Bookkeepers and Assistant Transient-Petty A/R Bookkeepers

Contract Minimums	*Actual Salaries*
$67.10 to start	4 at $ 67.10
	1 at $ 70.00
$72.10 after one year	1 at $ 72.10
$76.10 after two years	5 at $ 76.10
$78.60 after three years	3 at $ 78.60
$81.10 after four years	1 at $ 81.10
$86.60 after five years	3 at $ 86.60
	1 at $ 87.10
	1 at $ 89.60
	1 at $ 92.10
	1 at $ 94.20
	1 at $ 94.70
	3 at $ 95.20
	2 at $101.80
	1 at $115.35

Building Mechanics

Contract Minimum	*Actual Salaries*
$130 after three years	None at $130
	2 at $135.00
	1 at $135.80
	1 at $139.30
	1 at $139.55

Watchmen

Contract Minimum	*Actual Salaries*
$73.60 after three years	None at $ 73.60
	1 at $ 79.60
	1 at $ 86.10

Problem Solvers

Guild Help Wanted? It's Available

LOCAL officers looking for help in the manifold tasks that confront every Guild local will find five assistants available from ANG's Research and Information Department.

Five pamphlets designed to aid locals in organizing, bargaining, education and other programs can be obtained in quantity, Research and Information Director Ellis T. Baker reminded locals last month. They are:

► **"If I Were a Newspaperman"** (revised edition)—A concise history and description of the Guild, its operation, achievements and objectives. Ten cents each, $4.50 for 50, $8 for 100.

► **"Gentlemen and Scholars of the Press"**—An appraisal of what the Guild has done for newspapermen and women by Judith Crist, film critic for the New York World Journal Tribune. Five cents each, $2 for 50, $3 for 100.

► **"The Newspaperman Who Founded a Union"**—The story of the Guild's founder and first president, Heywood Broun, and the early days of the Guild. Eight cents each, $3.50 for 50, $5 for 100.

► **"Careers for Negroes on Newspapers"** (revised edition)—A handbook outlining Guild policies and programs in behalf of equal employment opportunity and encouraging young Negroes to prepare themselves for newspaper work. Fifteen cents each, $6.75 for 50, $12 for 100.

► **"Building a Strong Union"** (revised edition)—A manual for stewards and committeemen, including sections on contract enforcement, organizing, membership participation and education. Twenty cents each, $8.50 for 50, $15 for 100.

Copies of the ANG Constitution, including texts of the Guild's Collective Bargaining Program and convention recommendations on collective bargaining are also available at five cents each, Baker pointed out in a letter accompanying the distribution of sample pamphlets.

Zooming Advertising Income Seen Cracking Five-Billion-Dollar Mark

Newspaper advertising revenue will hit the five-billion-dollar level this year, the American Newspaper Publishers Association's Bureau of Advertising predicts, making newspapers the first medium to reach that mark.

The bureau this month estimated 1966 revenue at 4.85 billion dollars, up nine percent over 1965. Newspapers pocketed another 2.2 billion dollars in circulation revenue, it estimated, bringing total revenue to 7.05 billion.

Both classified and national advertising were up 10 percent, the bureau said, the former to 1.33 billion dollars and the latter to 960 million. Retail advertising was up eight percent, to 2.56 billion.

The estimated 394-million-dollar gain in 1966 revenue is the highest annual growth ever recorded, according to Advertising Age, topping the previous record of 392.5 million in 1955.

Newsprint production has been booming to keep pace with the increased demand generated by advertising growth. U.S. consumption rose more than seven percent, to 9,076,792 tons, last year, the ANPA reports.

Canadian newsprint production hit a record 8,418,793 tons, up 9.1 percent. U.S. production rose 10.6 percent, to 2,410,140 tons.

In the past three years, according to the Newsprint Association of Canada, North American newsprint demand has increased by more than two million tons, compared to a long-term growth rate of 200,000 tons.

The association, citing the growth of U.S. newspaper advertising as the principal cause of the spurt, noted an improvement in the newspaper industry's competitive position. Newspaper advertising gains, which have run behind television's for many years, appear to have kept pace last year, the association said.

Total advertising linage for 1966 ran approximately 15 percent ahead of the average for the past five years, according to Editor & Publisher, with general advertising 4.2 percent ahead of other categories.

"There is nothing on the horizon to indicate that these increases will not continue into 1967," E&P said.

E&P estimated 1966 daily circulation at or over 61 million copies, topping the 1965 figure of 60,357,000, and predicted it will go higher in 1967 despite the loss of two New York City papers.

"It was a good year for newspapers," E&P summed up, "and unless the bottom drops out of the economy, which no one is predicting, this will be a better year."

Audit Deadline Near, Perlik Warns Locals

The deadline is approaching for annual financial statements by locals to ANG and federal and state agencies. ANG Secretary-Treasurer Charles A. Perlik, Jr., has reminded all locals.

Perlik, in a letter to local treasurers, pointed out that the ANG Constitution requires the filing of an annual audit with ANG within 90 days after the end of the local's fiscal year.

U.S. laws require financial reports to the Office of Labor-Management and Welfare-Pension reports within the same period and to the Internal Revenue Service by the 15th day of the fifth month following the close of the fiscal year.

Some states also require financial reports, he noted.

DAY BOOK

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.

Middle Atlantic District Council, quarterly meeting, March 4 and 5, Philadelphia, Pa.

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

Editorial

'Inconvenient' Democracy

AFL-CIO President George Meany, addressing last year's Guild convention, complained about people "who talk about free collective bargaining as if it were something sacred and then, when free collective bargaining in its very normal, natural process results in a strike, they think that a strike is something sinful."

Somewhat the same devaluation seems to be taking place in the area of union democracy.

It was not many years ago that government officials, employers and legislators were so concerned about nurturing union democracy that the Landrum-Griffn Act was passed, setting forth a "bill of rights" designed to give the rank and file member a stronger voice in running his union.

Now he's got it, and many former ardent advocates of democracy aren't so sure they like the idea, after all. They are upset because union members, utilizing their democracy, have taken in increasing numbers to rejecting contract settlements negotiated by their leaders and insisting upon better ones.

Secretary of Labor W. Willard Wirtz has termed the frequency of membership rejection "very, very dangerous for collective bargaining." And, the New York Times reports, one of the nation's foremost industrial-relations specialists, Prof. John T. Dunlop of Harvard, has announced that the time has come to abandon "some of the exaggerated views of union democracy expressed in the spirit of the Landrum-Griffin Act."

Specifically—and incredibly—Dunlop proposes that union officers be empowered, as "public policy," to sign contracts without any ratification by the membership.

It's just as George Meany said.

Like collective bargaining, union democracy, it seems, is something sacred until, in its very normal, natural process, it results in better contracts for union members. Then, like a strike, it's something sinful.

A Crisis Of Confidence?

The concept of what constitutes a money-losing newspaper appears to be becoming increasingly elastic.

The uninitiated would probably think a company that makes money five years out of six is at least a moderately successful enterprise. But publishers subscribe to a more exacting standard.

In their books, it's one strike and you're out.

Former New Orleans Guildsmen will recall how David Stern 3rd rushed to sell the New Orleans Item nine years ago, in Editor & Publisher's words at the time, "at the first sign of red ink on the balance sheet." The Item had operated in the black until the first five months of 1958, when it lost $70,473.

Now, in an almost identical case, England's Monopolies Commission has approved merger of the Times of London with Lord Thomson's Sunday Times on the Times's plea of financial distress.

The Times was apparently as allergic to minute quantities of red ink as Stern. It had made a profit from 1960 through 1965 and lost money last year only because of an expansion program.

The commission thought the Times could have swallowed that temporary loss without expiring. But it added the following strange justification for approving the merger:

"It is plain that the company no longer has confidence in its own ability to carry on successfully, and this in itself makes change desirable."

Newspapers apparently don't need to be in a hopeless financial crisis to opt for merger; all that is required to send them running to the nearest competitor is a crisis of confidence.

The Guild Reporter

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

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American Newspaper Guild

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Area Code 202—296-2990

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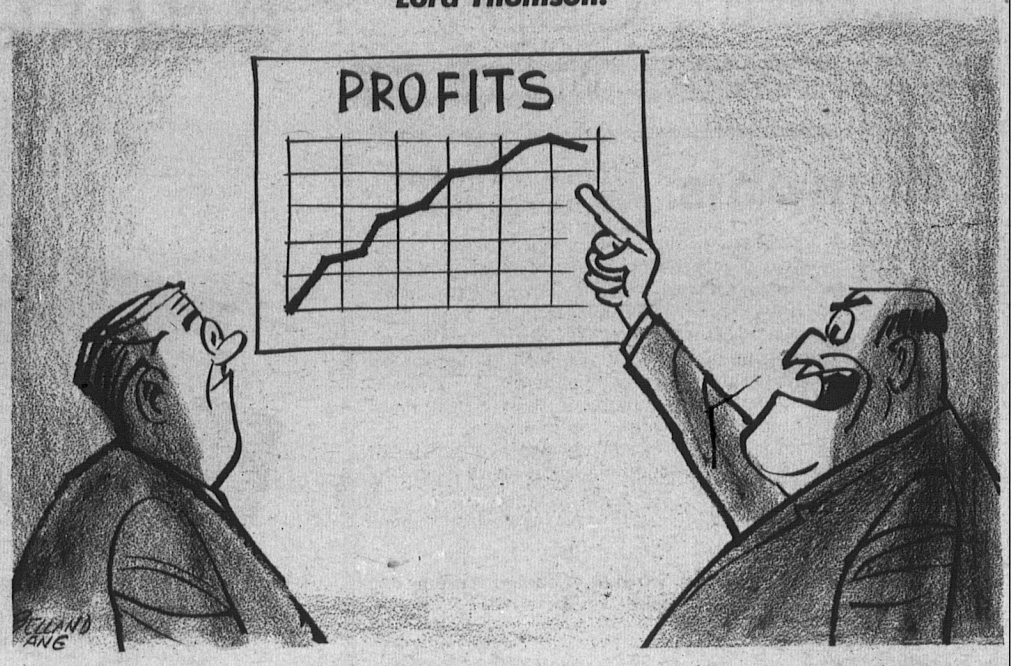
'We're Down One Percent! Cancel the Christmas Bonus And Call Lord Thomson!'



DATELINE: WASHINGTON

Kerr's Firing Leaves Reagan On Dangerous Ground

By WILLARD SHELTON, *Washington Guild*

One may doubt that Gov. Ronald Reagan, cited as one of the Republican Party's bright new stars, got off to a good start by arranging for the firing of Clark Kerr as president of the University of California.

Reagan, who won big over former Democratic Gov. Edmund G. Brown last November, has yet to show that he knows the difference between campaign speeches and administering the many-sided problems of the nation's most populous state, including its university and state-college system.

Kerr had an established, respected reputation as an educator and administrator before Ronald Reagan's ambition to be governor was more than a gleam in his eye.

The president of the University of California has a fixed 16-year tenure for the specific purpose of lifting him away from the hurly-burly of the quadrennial political campaigns for governor. Pat Brown was an ex-officio member of the board of trustees for eight years, as Reagan is now, but he did not dream of imposing his private political viewpoints on the other trustees — not even when there were campus disturbances.

"Let the trustees handle anything that needs to be handled," said Brown in his campaign speeches last year. "I am no expert in this field, and I am not going to try to dictate to the other trustees."

It took Reagan less than a month to fire Clark Kerr, with the aid and comfort of Lt. Gov. Robert Finch and one or two other political allies.

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This is a dangerous world for right-wing Republicans, or for mer right-wing Republicans who claim they have seen the light.

Admit that you still have a hankering after Barry Goldwater and the Republican National Committee chairman, Ray C. Bliss, won't touch you with a barge pole.

You don't win elections, in the viewpoint of Bliss, with narrowly dogmatic candidates who try to read themselves into control of the party and everybody else out.

The reasoning is simple: Goldwater dropped more than seven million votes in the popular poll in 1964 behind Richard M. Nixon's 34 million in 1960 while President Johnson's total of 42 million was more than eight million above John F. Kennedy's four years earlier.

Reagan during the campaign was highly successful in preventing Brown from pinning a right-wing label on him—although Brown tried and tried again.

The public-relations firm of Spencer-Roberts scrubbed Reagan's reputation clean from rightist implications, and by the end Reagan was fielding with the greatest of ease any and all questions attempting to tie him too closely to Goldwater, or to the John Birch Society, or to any form of rightist, immoderate thinking.

But he fired Clark Kerr at the first chance he got.

Entirely apart from the propriety of such an intrusion, he apparently is totally innocent of the dangers involved in tangling with the academic community.

A great university, to remain free, must be allowed the maximum in self-government. There were student riots at the University of California, but Kerr was also able to attract outstanding faculty members, and the caliber of a university may be judged by the quality of its faculty—just that, neither more nor less.

Reagan is now viewed with suspicion by the academic community all over the nation, and it is not an enviable position for a politician.

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Two of the new Republicans in the Senate—Edward T. Brooke of Massachusetts and Mark Hatfield of Oregon—broke with their veteran party leader, Sen. Everett McKinley Dirksen of Illinois, by voting to table Dirksen's point of order against the McGovern resolution designed to reduce the margin needed to shut off a filibuster from two-thirds to three-fifths of the senators present.

The next time around, when Majority Leader Mike Mansfield tried to get an actual two-thirds cloture vote to shut off Dirksen's filibuster, Brooke and Hatfield were joined by two other Republican newcomers—Sens. Robert P. Griffin of Michigan and Charles H. Percy of Illinois.

Dirksen lost a total of 17 GOP senators on that vote. Among the Republican freshmen he salvaged just one, Sen. Howard Baker of Tennessee, who, perhaps coincidentally, is his son-in-law. The defecting 17 Republican senators made up just short of an arithmetical half of the 36-member GOP delegation.

Wage Claim Won At Canadian UPI

Montreal, Quebec — United Press International of Canada, bowing to a government order, has paid more than $330 to two Montreal employes it paid less than the federal minimum wage.

The compensation, paid to a UPI Montreal Bureau editor and a former office boy, is the first fruit of a series of charges filed against UPI by the Canadian Wire Service Guild. The Labour Department is still investigating charges that UPI violated minimum wage, statutory holiday, overtime and vacation laws.

The Guild has also initiated legal action against UPI under the Industrial Relations and Disputes Investigation Act, charging the company with illegal changes in working conditions while bargaining for an initial Guild contract was under way.

Computer Perils 20 Boston Jobs

Boston, Mass. — The Boston Guild is seeking to avert the dismissal of up to 20 employes with the forthcoming installation of a computer at the Boston Herald and Traveler.

Management has announced plans for a computer that will eliminate 31 jobs in the paper's advertising and circulation bookkeeping, payroll and credit departments. It expects that only 11 jobs will be created, in return by the computer.

The Guild, which is currently negotiating for a new contract, is seeking a clause that would require that staff reductions be accomplished by attrition rather than dismissal both in connection with automation and other causes.