

\$200 Top Won In Suburban Unit, \$20 In 2 Years At Wilkes-Barre

\$38 Goes To Outside Classified

Wilkes-Barre, Pa.—General increases up to \$20 over two years and a \$38.50 increase in the top minimum for outside classified salesmen were won last week in a settlement at the Wilkes-Barre Record and Times-Leader.

The Guild also won a \$25 increase in the top minimum for district managers.

The settlement was reached in bargaining aided by ANG Collective Bargaining Director J. William Blatz after ANG's Contracts Committee had refused the local permission to submit to ratification a proposed settlement that would have provided a top increase of \$11.

The revised settlement raises the top minimum for outside classified salesmen by \$23.50 retroactive to last Oct. 9 and \$15

Circulation Parity Won In Portland . . . Page 2

in three equal steps at six-month intervals, to \$142. The reporter-ad salesman top goes up \$20, to \$166.25.

The top minimum for circulation district managers rises \$6, \$6, \$6.50 and \$6.50, to \$155.25.

Four \$5 increases are provided for those earning more than \$120, four \$3.50 increases for those earning \$80 to \$119.99, and four \$3 increases for those earning less than \$80.

The top for rewrite and desk men goes up \$20, to \$171.25, that for classified telephone solicitors goes up \$14, to \$103.50, that for stenographers, clerks and telephone operators goes up \$12, to \$90.95, and that for office boys goes up \$12, to \$79.20.

The agreement also shortens the progression schedule by eliminating one or more minimum steps in several advertising, business-office and maintenance classifications. The old four-year office-boy progression schedule is cut to two years with a starting minimum of \$77.95, up \$21.45 over the contract's term.

The reporter-ad salesman start rises \$24.50 in four steps, to \$100. Other contract improvements (Continued on Page 6)

Top Officers Terminate Assessment

ANG terminated International Defense Fund assessments this month after a series of 12 levies. But locals were warned that a strike in New York would make it necessary to reimpose them.

Notice of the cancellation was wired to locals by ANG's three top officers March 31 as a contract-expiration deadline passed in New York without strike action by any of 10 unions bargaining with the city's major dailies.

But Secretary-Treasurer Charles A. Perlik, Jr., warned locals last week that the New York bargaining emergency was not yet over and that any one of several unions could elect to exercise strike sanction at any time.

"A citywide shutdown would affect approximately 4,500 Guild (Continued on Page 6)



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UPI Unit Votes On \$212 Pact; Top Up \$34.25 In Cincinnati

Wire Service Guildsmen were voting this week on a two-year settlement that would raise newsman top minimums at United Press International by up to \$27, providing a \$212 top in Class I bureaus.

In Canada, meanwhile, Guild negotiators returned to the bargaining table following the Canadian UPI Unit's rejection of an initial contract providing a newsman's top minimum of \$150.

The U.S. settlement, which provides a shorter work week for non-news personnel, plus pension and insurance gains, was submitted to a ratification vote without a recommendation by the negotiating committee.

The committee expressed "bitter disappointment" over the settlement's failure to include union security but said it thought that the "total contract offer merited submission to the members even without union security."

The Washington UPI Branch urged rejection of the contract in a letter to other branches, terming the wage settlement insufficient. The contract provides general in-

Chicago Wants \$200—Now

Chicago, Ill.—Chicago Guild members voted 117 to 19 April 2 to strike the Chicago Sun-Times and Daily News if necessary to reach \$200 now.

Field Enterprises has offered to raise the present \$177 reporter top minimum to \$200 in the second year of the contract, but the Guild is pressing for a \$203 top in the first year. Hospitalization insurance and a picket-line clause are also at issue.

Bargaining was resumed following the strike vote. ANG gave strike approval this week.

Increases ranging from \$8.50 to \$15, with minimums increased by up to \$26.25.

Ballots were mailed to members last week. They will be tallied April 17 at Wire Service head- (Continued on Page 6)

Cincinnati, Ohio—A \$34.25 increase that will elevate key top minimums to \$185 has been won in a 30-month contract at Scripps-Howard's Cincinnati Post & Times-Star.

A return to the bargaining table after the unit rejected a proposed settlement March 15 resulted in a gain of up to \$3 in general increases.

Position minimums established for the first time will provide a \$200 minimum for news editor, sports editor, women's editor and Kentucky city editor, up \$49.25 over the old reporter top.

General increases range from \$12 to \$25, with those earning \$175 and over receiving \$7.50 effective March 1, \$7 March 1, 1967; \$4.50 Sept. 1, 1968, and \$6 March 1, 1969.

Those earning \$150.75 to \$174.99 receive \$6, \$5.75, \$4 and \$4.25, those from \$120 to \$150.74 get \$5, \$5, \$3 and \$3.50, those from \$80 to \$119.99 get \$4.75, \$4.75, \$3 and \$3, those from \$60 to \$79.99 get \$4.25, \$4.25, \$2.50 and \$2.50, and those (Continued on Page 6)

Reporter Pay Rises \$28.25 In Richmond

Richmond, Calif.—A \$200 reporter top minimum has been negotiated at the 36,700-circulation Richmond Independent, the second outlying San Francisco paper to reach that mark.

The settlement, matching an earlier San Francisco-Oakland Guild contract at the Santa Rosa Press-Democrat, provides for raising the reporter top \$28.75 over three years. It is the first \$200 top to be negotiated at a paper with under 40,000 circulation.

The Guild also won a shorter work week, \$3 in pension money and improvements in health-and-welfare, vacation, severance-pay and other clauses.

The \$200 reporter top will be reached in five steps: \$5 retroactive to Oct. 9; \$5 next Oct. 8; \$9 Oct. 13, 1968; \$5 April 6, 1969, and \$4.75 Oct. 5, 1969, three days before contract expiration. The starting top is increased \$10.75, to \$110.75.

The copy-boy top is increased \$7.50, to \$81, with the incumbent guaranteed a \$10.50 increase, and the swingman differential is increased 50 cents, to \$1.50 per shift.

The work week will be reduced to 38½ hours April 7, 1968, and 37½ April 6, 1969.

The company's present \$4-a-week pension contribution will be increased by \$1 next January, the following January and July 1969. The Guild's San Francisco city-wide health-and-welfare plan will be substituted for the company's existing plan, with the publisher paying up to \$6.20 per week per employee plus 50 cents for employees with one dependent and \$1 for those with two or more.

The severance-pay ceiling is increased two weeks, to 32, and the service requirement for a fourth week's vacation is reduced from 17 years to 10.

The mileage rate is increased one cent, to 11 cents per mile, with the weekly guarantee up \$1, to \$18. A 12-day maximum on sick-leave accumulation is increased to 15.

N.Y. Bargaining Tension Rises; Printers Call Chapel Sessions

New York City—Bargaining between major New York City publishers and 10 newspaper unions continued under growing tension this week as the unions held strike votes in reserve and printers expanded a series of stop-work meetings at the Daily News.

A March 30 contract-expiration deadline passed without strike action after critical talks involving the Typographical and Newspaper Deliverers' unions made some progress. Mediator Theodore W. Kheel said it was "a major accomplishment" to get past the expiration date without a strike but declared it was "not a situation in which any of us can afford to relax."

The Guild's Daily News Unit last week voted 351 to 9 to authorize strike action after Local Representative Robert Keane reported that bargaining results had been "virtually nil." Guild bargaining at the Times was also at a standstill.

The News Unit, condemning "management's complete intransigence and continued dedication to the cause of crisis bargaining," removed a 48-hour notice provision from its officers' recommendation resolution, allowing a strike to be called at any time.

The bargaining spotlight was focused almost exclusively on the News this week as the printers ex-

tended the length of on-the-job chapel meetings from two hours to three each shift. Management said the meetings, inaugurated two weeks ago, reduced advertising

matter in the April 2 Sunday edition by 128 pages.

Typographical Union President Bertram A. Powers initiated the (Continued on Page 6)



SUPPORTING CAST: Three Los Angeles Guildsmen flank a striking American Federation of Television and Radio Artists member on the picket line at KNXT,

Los Angeles CBS affiliate. From left are Terrance Sullivan, AFTRA newsman Ralph Story, Richard Sherer and Robert Andrew. New York Guildsmen also marched on AFTRA lines. (Story on Page 2.)

\$300 Wage Won By AFTRA Newsmen As Guild Helps Picket

A \$300-a-week minimum was won this week for newsmen at network-owned radio and television stations after a nationwide strike in which Guild members in key cities rallied to the picket lines.

Some 18,000 members of the American Federation of Television and Radio Artists launched the strike April 5 to support wage demands in behalf of some 100 newsmen employed on local stations owned by the National Broadcasting Co., the Columbia Broadcasting System and the American Broadcasting Co.

Guild members rallied to AFTRA picket lines in both New York and Los Angeles, where major network programs originate.

Help in manning the picket lines was asked in a telegram to ANG and other unions by AFTRA Executive Secretary Donald F. Conaway, who pointed out that the networks' profit margins "are the highest of any major industry" and that they "pay nothing for their monopoly of the air."

The Los Angeles Guild, pledging "total support" to AFTRA's fight for the network newsmen, offered both financial and picket-line assistance.

"Your courageous step indicates again that the profit volume generated by huge communications firms in no way reflects a willingness to allow their employees to share properly in the fruits of their labors," the Guild declared in a wire to AFTRA's Los Angeles local.

Former ANG International Vice President James P. Bennett,

striking as an NBC newsmen, was joined on the picket line at NBC's Burbank studio by an ANG international representative—Charles Dale—and two former international representatives—Loel Schrader and Fred T. Kearney, the latter now administrative officer of the Los Angeles Guild.

The New York Guild urged members to join the picket lines in a citywide bulletin declaring that "AFTRA is fighting for adequate pay and other union protections for newscasters and others in the news industry, which is also the Guild's."

New York Mayor John V. Lindsay excluded television and radio newsmen from his regular news conferences following a request by New York Guild Executive Vice President Thomas J. Murphy, who said Guild newspaper reporters objected to looking like strikebreakers by appearing on filmed TV news programs.

AFTRA's settlement, reached April 10 and subject to ratification, gives the newsmen the \$300 minimum plus 25 percent of all commercial fees, up from 13 percent. After the network's share reaches \$300, employees will keep 100 percent of additional fees.

An abortive secession movement was initiated early in the strike by NBC newscaster Chet Huntley, who crossed picket lines and charged that newsmen have no place in a union dominated by "singers, actors, jugglers, entertainers and comedians whose problems have no relation to ours."

Huntley called for a new union to represent newspaper, magazine



ABC OF UNIONISM: Newscaster Howard K. Smith, left, joins fellow members of the American Federation of Television and Radio Artists picketing American

Broadcasting Co. studios in Washington. Smith, a former judge in ANG's Heywood Brown Award contest, stayed on the line, rebuffing NBC newscaster Chet Huntley's bid to join in bolting AFTRA.

and broadcast newsmen, stating that he had received support for the idea from several newsmen, including Richard Holland, a Wire Service Guildsman employed by United Press International.

The Huntley statement drew a reply from Wire Service Guild President Robert M. Crocker, who said it was "inconceivable that Chet Huntley would try to win support for his strikebreaking behavior by trying to involve the Wire Service Guild."

The Guild, he said, "would not stoop to deal with a person who would cross picket lines of his union to preserve his lucrative employment while his fellows are on strike."

Crocker said Holland has no official position in the Guild and had no authority to speak for anyone but himself.

Huntley, who stated that the newsmen for whom AFTRA was seeking higher pay were "pricing themselves out of the market," wired NBC that they did not wish to be represented by AFTRA. He claimed to have the support of all except three of 40 NBC unit members, but the only other signer of the telegram was newscaster Frank McGee.

David Brinkley, Huntley's long-time partner, honored the picket lines, as did Walter Cronkite of CBS and Howard K. Smith of ABC.

Cronkite, marching on the New York picket line, issued a statement together with Merrill Mueller of NBC and Bernard Eisman of ABC, supporting the strike and assailing the networks' position as "rigid and inflexible."

Among those on the New York picket lines were Hugh Downs and Frank Blair. Betty Furness, President Johnson's new Special Assistant for Consumer Affairs, also picketed, and much winter led the marchers in "Solidarity Forever."

The reaction to Huntley's effort to set up a craft union for television newsmen was a rash of "Good Night, Chet" signs among the pickets.

Cronkite Cites Guild Example

New York City—The Newspaper Guild has proved that newsmen can belong to a union and still do an objective job of reporting, according to Walter Cronkite, the Columbia Broadcasting System's top newscaster.

An interviewer for WNEW-TV asked Cronkite March 30 in connection with the strike of network newsmen whether "there is any reason to believe that a newsmen, in order to remain totally objective, should not be involved in organized labor?"

"I think that we fought this battle of conscience 30 years ago with the American Newspaper Guild," Cronkite replied. "I think it's been pretty well proved that the newsmen can do his job and be an honest and fair reporter even though he's a member of the union."

It was exactly 30 years ago that the Supreme Court, in ordering the reinstatement of Morris Watson, whom the Associated Press had fired for Guild activity, ruled that Guild membership did not impair freedom of the press.

L.A. Guild Battles Firing Of Hollywood Organizer

Los Angeles, Calif.—The Los Angeles Guild filed an unfair-labor-practice charge against the Hollywood Citizen-News and Valley Times March 31 as the company fired the leader of a Guild organizing drive in circulation.

The company, which is resisting a Guild petition for an elec-

tion among outside circulation employees on the ground that they are "independent contractors," notified Sol Ickovitz, the Guild's leading activist, that his contract was being terminated "for the good of yourself and the company."

The 30-day termination notice was served March 1 and executed on the 31st despite grievance protests by the Guild, which presently represents editorial employees. The Guild moved immediately for NLRB action.

The NLRB is also weighing arguments on the Guild's election petition. Guild attorney L. D. Mathews, Jr., in a brief submitted last month, contended that written agreements between the company and circulation dealers are "mere window dressing," being "so obviously one-sided in favor of the employer as to be an affront to the law of contracts."

Dues Ceiling Of \$16 Voted By Boston

Boston, Mass.—Boston Guild members voted 402 to 223 in favor of a dues increase in a referendum tallied last week.

The new schedule ranges from \$2.75 a month for members earning under \$50 to \$16 for those earning \$300 and over. The old schedule ranged from \$2.30 to \$10.

Initiation fees are increased from \$3 to \$5.

The new schedule will take effect in September.

Portland Circulation Men Gain Parity; Classified Gap Shrinks

Portland, Me.—Parity for circulation district managers and a 13¢ step toward parity for outside classified salesmen have been won in a new two-year contract at the Portland Press Herald, Express and Telegram.

District managers move to parity with reporters and display salesmen by virtue of a special \$2.50 increase in the top minimum a week after contract signing, added to increases of \$3 retroactive to June 1, \$3 to Dec. 1, \$3 next June 1 and \$4 Dec. 1, the same increases added to the reporter-advertising top. All three will end up at \$141.25.

Outside classified salesmen take a step toward parity by a similar increase of \$13 a week after signing, added to increases of \$2, \$3.50, \$2.50 and \$2.50. The new top will be \$122.

The top for women's-page writers is increased \$23.85, to \$115.

A cut in the progression schedule will produce a \$42.25 increase to \$114.75 in the starting minimum for copy-desk men. Of the increase, \$31.25 comes in the second six months of the contract.

Similar progression reductions will bring single-stage increases ranging up to \$20.25 in step-up minimums for a number of other jobs. The former top minimum for slotmen is increased a total

of \$27.75, to \$164, and converted to a flat minimum.

Other special adjustments increase flat minimums for sports editor by \$24.25, to \$157.50; for assistant city editor and Sunday editor by \$18.75, to \$154, and for chief photographer by \$20.75, to \$154. The top for mail-room foreman goes up \$20.75, to \$137, and is converted to a flat minimum.

Employees earning \$125 and over receive general increases of \$3 in the first three six-month intervals and \$4 the last; those earning \$100 to \$124.99 receive four \$2.50 increases, and those under \$100 receive four \$2 raises.

The publisher's contribution to health insurance is increased 75 cents a week.

The Guild also won a dues checkoff and improvements in union-security jurisdiction, job-security, overtime, vacation and holiday clauses.

2-Year Gary Contract Provides \$11 Raises

Gary, Ind.—Wage increases of up to \$11 have been negotiated in a new two-year contract at the Gary Post-Tribune.

The reporter top minimum is increased \$6 retroactive to Oct. 23 and \$5 in the second year, to \$168.40. A cost-of-living adjustment of \$12.05, of which \$1.75

took effect Jan. 1, brings the current effective minimum to \$175.45.

The top for librarians and editorial clerks is increased \$3.50 each year, to \$106.25, and that for janitors \$2 each year, to \$86. The work week for janitors is reduced from 37½ hours to 35.

The company's weekly pension contribution is increased \$1, to \$6, and its hospitalization payments are increased from two-thirds to three-quarters of the total cost.

3 Locals Send 25 To B.C. Institute

Vancouver, B.C.—Twenty-five delegates from three Pacific Northwest locals attended the last bargaining institute in ANG's 1966-67 series last weekend.

The institute, which concentrated on wage bargaining, was conducted by ANG Research and Information Director Ellis T. Baker and International Representative Charles Dale.

The Vancouver-New Westminster Guild was host at a reception.

Seven institutes were held in the 1966-67 series, in Rochester, Erie, Sacramento, Peoria, Toronto Allentown and Vancouver. They were attended by 225 delegates from 45 locals.

Guild Overseas Program Backed By Latin American Unionists

Panama City, Panama—Latin American and Caribbean leaders of the Inter-American Federation of Working Newspapermen's Organizations meeting here last month gave the Guild's international-affairs activities a full vote of confidence and said continuance of the federation's program is "imperative."

The federation's executive committee unanimously adopted a resolution drafted by its Latin American members stating its gratitude "for the efforts, assistance and talent provided by the Guild to promote our common ideals and objectives."

Guild representatives, including Secretary-Treasurer Charles A. Perlik, Jr., Vice Presidents Daniel A. McLaughlin and Robert D. Nordin, and Luis Montanez, Jr., president of the Puerto Rico Guild, abstained from voting on the resolution, adopted at the committee's annual meeting March 28 through 31.

The resolution noted that the Panama meeting was held in the wake of published reports that foundations from which the Guild received funds for federation programs are conduits for Central Intelligence Agency money. The committee stated that Perlik and other ANG members had presented a "complete and candid report" on the subject; it noted that the Guild had terminated its relations with the foundations.

The foundation donations, it said, "were accepted in good faith

for use solely and exclusively in trade-union programs." They were used, it added, "to implement the resolutions of each IAFWNO congress, sovereign and supreme body of our organization, and in accordance with the decisions which were considered, voted and approved by this executive committee."

In a separate resolution on finances, the committee authorized federation officers to seek funds to continue carrying out the federation program, providing that "as in the past, no other condition is attached to any contributions than that they implement the objectives contained in the Constitution of IAFWNO," and that the contributions should be received openly.

(In Washington, President Johnson endorsed a recommendation to end covert government financing of international programs by private organizations and announced the appointment of a committee to study ways of channeling overt federal funds to such organizations through a quasi-public agency.)

(Johnson acted on the recommendation of a Cabinet-level committee headed by Under Secretary of State Nicholas deB. Katzenbach. The committee cited semi-official agencies in Britain, India and Sweden as possible models for providing open public funds to private organizations' overseas activities.)

The main federation resolution

pointed out that the Guild had always been part of a "vanguard of opposition" to efforts to make the Inter-American Federation into a political sounding board. It declared:

"If the objective of the Guild's assistance was to receive an avalanche of pro-United States resolutions, the result has certainly been poor. But if its intention was to demonstrate how some of the virtues of the people of the United States acquire form and substance through humane, virile and effective trade unionism, its co-operation has been transformed into benefits which can never be calculated."

"The example of the American Newspaper Guild's trade-union consciousness, tireless and intelligent activity, and spirit of struggle tempered in a thousand labor and professional battles has transformed the life of the workers and the quality of American journalism."

Describing the federation and its work as "the most fortunate developments ever to occur" for hemisphere newspaper workers, the resolution emphasized that the biggest gains are still to be made and expressed the hope that "the brothers of the American Newspaper Guild will be at our side."

The resolution was presented by Jaime Humerez, executive secretary of the Federation of Newspaper Workers of Bolivia, who with Perlik is cochairman of the federation.

Other committee members supporting the resolution represented newspapermen's organizations in Brazil, Colombia, Panama, Trinidad, Ecuador, Honduras and Nicaragua.

The committee, representing some 60,000 newspaper workers in 24 Western Hemisphere countries, said in another resolution that the governments of Brazil, Nicaragua and Honduras have made "a sad mistake" in passing laws that attempt to control the press. It called for repeal of these measures and urged the government of Barbados to reconsider a decision banning a Reuters newsmen from its island.

The federation leaders called upon their member organizations to join in the protest against Brazil's new press and national-security laws and Nicaragua's press laws.

'No Coercion'

Guild Certified In San Antonio

The National Labor Relations Board, throwing out company objections, has certified the San Antonio Guild as bargaining agent for 26 circulation dealers at Hearst's San Antonio Light.

The board, sustaining the Guild's 14-to-11 victory in a representation election last June 29, reversed a regional director who had ordered a new election because the Guild kept a tally of employees who had voted.

At issue was the action of a Guild adherent who checked off a list of districts whose dealers had voted as the dealers left the voting place and passed through an adjoining room.

The board pointed out that "there was no evidence that the list was designed or used to encourage employees to vote or not to vote or that any employee engaged in any conduct with a deliberate intent to coerce or intimidate voters." Neither was there

Cover Man

Negro Guild Leader Gets Top Police Post



COVER STORY: Peoria Guild President Richard L. Penelton, newly appointed director of Peoria police community relations, gets the facts on an accident in this police-beat photo used as the cover for ANG's widely circulated "Careers for Negroes on Newspapers" pamphlet.

Peoria, Ill.—Peoria Guild President Richard L. Penelton, a police reporter for the Peoria Journal-Star, will become the city's director of police community relations May 1.

Penelton, whose on-the-job picture provides the cover for ANG's "Careers for Negroes on Newspapers" pamphlet, is taking a one-year leave of absence to occupy the police post under a \$14,965 grant from the Justice Department's Office of Law Enforcement Assistance.

Peoria is one of 30 cities to receive such a grant, aimed at developing harmonious relations in cities where there has been hostility toward police. There were several incidents involving police and Peoria Negroes last summer.

City officials said Penelton was picked for the assignment of developing a police community-relations program because of his fa-

miliarity with police operations and his knowledge of the Negro community's attitudes.

Penelton has been with the Journal-Star since 1962, first as a copy editor and then as a reporter. He served as Guild treasurer in 1964 and 1965 and became president in 1966. He will resign the post when he takes his leave.

Penelton was named Central Illinois' outstanding journalism graduate by the Illinois Valley Press Club of Sigma Delta Chi when he graduated from Bradley University in 1958. He won two national collegiate sports-writing awards while in college.

He worked as a reporter-photographer for a Peoria television station before entering the Army. While in service he was editor of a post newspaper that was named the best publication of its kind by the Defense Department, winning him a Medal of Commendation.

ANG Insurance Rates Rise 3rd Year In Row

Premiums on ANG's \$1,000 Group Life Insurance Plan will go up for the third consecutive year, ANG Secretary-Treasurer Charles A. Perlik, Jr., has announced.

The rate for U.S. members participating in the plan will go up six cents, to 85 cents a month; the Canadian rate will rise seven cents, to 75. The new rates are effective with March payments.

Perlik said the continuing increases, attributable to the rising age level of members covered, may make it necessary to consider the elimination or reduction of insurance for retired members.

Premium rates went up by a flat five cents in 1965 and by five cents in Canada and two cents in the United States last year.

Perlik said the Canada Life Assurance Company had sought even higher premium rates this

year "to put the plan on a firm basis." It was dissuaded, he reported, only after ANG agreed that next year's premium "would be exactly what the actuarial tables determine it should be."

The increasing age of employees covered by the plan is not being offset by the addition of newer, younger groups, Perlik said in a letter to participating locals. Only such an offset, he said, can prevent continually increasing premiums.

The secretary-treasurer quoted a Canada Life official who said the only alternative to increasing rates in the future might be "to terminate or reduce insurance when a member retires."

"This would be a reluctant step," Perlik said, "but one which may well have to be considered when the plan comes up for renewal next year if the upward climb in rates does not taper off."

In preceding years, he pointed out, ANG had been able to avoid higher premiums by prepaying part of the annual premium with dividends from the preceding year. But in recent years, he said, the plan has not had the "favorable experience" that produces such dividends.

The size of the last two increases, he added, has been held down by expending reserves, but these have now been exhausted.

"The point has been reached," Perlik said, "when the plan must stand on its own two feet; i.e., income to it must be geared almost exactly to the anticipated cost of the benefits and administration for the coming year."

In the year ending Feb. 28, he reported, premiums amounted to \$50,995 and claims totaled \$43,000, with three still to be paid.

Thirty-one locals representing 5,907 members participate.

'Mañana' Firing Ruled Too Late

Baltimore, Md.—Management can't depend on telepathy if it wants to fire an employee within the probationary period, an arbitrator has ruled.

Ordering the reinstatement of a classified telephone solicitor fired by the Baltimore Sunpapers a day after the expiration of her three-month probationary period, arbitrator Thomas Kennedy rejected a company case based on the contention it had decided to fire her the day before expiration.

"The important date in cases such as this," said Kennedy, "is not when the management makes up its mind to terminate an employee but when the employee is actually terminated."

in a position to know that a list of those balloting was being kept. But the board rejected the request.

The Guild currently has a contract covering drivers and business-office, editorial and maintenance employees at the Light.

NLRB Aide Dismisses Petition At El Mundo

Santurce, P.R.—A Puerto Rico Guild petition to represent 14 circulation dealers at El Mundo, San Juan's largest daily, has been dismissed on the ground that the dealers are independent contractors.

Raymond J. Compton, regional director for the National Labor Relations Board, ruled that the dealers are not employees because their contracts give them control over the manner in which their jobs are performed.

The Guild is weighing an appeal to the full board.

Illinois Chain Barred From Engulfing Rival

Danville, Ill.—Lindsay-Schaub Newspapers, accused of trying to gain control of a competing paper in the Champaign-Urbana area by cutting advertising and subscription rates, is barred from acquiring the rival daily under an antitrust judgment entered here March 27.

The consent judgment, filed simultaneously with a Justice Department civil antitrust suit, also prohibits Lindsay-Schaub from engaging in a wide variety of discriminatory advertising-sales practices.

The antitrust suit, climaxing an investigation that began in 1961, charged Lindsay-Schaub with "a continuing concert of action" to "eliminate local daily and Sunday newspaper competition in the Champaign-Urbana area."

It accused the Illinois chain of violating the Sherman Antitrust Act by operating its Champaign-Urbana Courier at a loss in order to force sale of the competing Champaign-Urbana News-Gazette.

The Courier lost more than three million dollars from 1956 through 1963, the suit said, but Lindsay-Schaub subsidized its operations with earnings from other papers in the chain. Its two papers in Decatur alone earned more than five million dollars during that period, the department said.

The consent judgment, effective for 12 years, forbids the Courier from either buying the News-Gazette or selling out to it.

Lindsay-Schaub is also forbidden to give reduced rates to cus-

tomers advertising in more than one of its papers, to discriminate against advertisers buying space in a competing paper or to give reduced rates to those who refuse to buy space from a competitor. Neither can it refuse to sell advertising in the Courier alone.

Sixty days' notice must be given to the Justice Department before the two papers can enter into a joint-printing arrangement during the next six years.

In addition to the Courier and the Decatur Herald and Daily Review, Lindsay-Schaub owns the Southern Illinoisan in Carbondale, the Metro-East Journal in East St. Louis and the Edwardsville Intelligencer.

Carbon Of Hayden Bill Goes Into House Mill

A House version of Arizona Sen. Carl Hayden's bill to exempt newspaper mergers and joint operating arrangements from the antitrust laws was introduced late last month by Rep. Spark M. Matsunaga, Hawaii Democrat.

Hawaii, like Arizona, is one of nine states where joint operating arrangements now exist. The arrangements have been placed under a shadow by a Justice Department antitrust suit against a 27-year-old joint-production plan in Tucson.

The bill would bar antitrust action against any joint arrangement, merger or purchase involving a "failing newspaper"—defined as any paper that "appears unlikely to remain or become a financially sound publication."



Toledo Guild Photo by Don Strayer

BACK UNDER WRAPS: Moving men put the tarpaulins back on an 1896 Scott press that arrived just too

late to expand the strike-born Toledo Record. Gazing wistfully are Lewie Little, left, Record editor, and John Mires, general manager.

Toledo Blade, Times Roll Again As Strike Paper Stops Presses

Toledo, Ohio — The Toledo Blade and Times resumed publication March 27, five days after the Toledo Guild and four other unions ended a 150-day strike for new contracts.

The Blade reappeared as the unions' interim paper, the Toledo Record, made its exit with a final 24-page Sunday issue bannered

"Thanks, Everyone." The Record, as union leaders had pledged from the start, suspended publication with the end of the strike.

Some 375 Guild members and hundreds of craft unionists began returning to work March 22, the day after the last of nine unions ratified contracts reached with the aid of a joint committee of international union officers and representatives of the American Newspaper Publishers Association.

Wayne G. Current, general manager of the Blade and Times, said from 20 to 25 editorial employees took other jobs during the strike and were not returning.

The Record marked its departure with turned rules on Page One and a four-page spread of pictures showing various phases of the paper's operation. It had achieved a circulation of more than 80,000, almost three times that of the morning Times before the strike and almost half that of the evening Blade.

An 1896-vintage press purchased shortly before the end of the strike to increase the Record's

size failed to make it to the pit. It was still standing in the street this week, waiting with other equipment for a buyer.

The Toledo Guild, listing a total of \$11,165 in strike contributions, reported the following post-December donations:

Peoria Guild	\$ 25
North Jersey Guild	100
San Diego Guild	100
Vancouver Guild	25
Hazleton Guild	100
San Jose Guild	50
Cleveland Guild	100
Cincinnati Guild	150
Scranton Guild	50
New York Guild	500
Albany Guild	100
Chicago Guild	200
Rockford Guild	50
Hudson County Guild	50
Denver Guild	50
Washington-Baltimore Guild	250
Kingston Guild	100
Buffalo Guild	100
Ottawa Guild	100
Toronto Guild	100
Columbus Guild	150
Stockton Guild	100
San Francisco-Oakland Guild	500
Portland (Me.) Guild	50
Wire Service Guild	800
Terre Haute Guild	100
Wilkes-Barre Guild	100
St. Louis Guild	250
Philadelphia Guild	100
Seattle-Tacoma Guild	100
Pittsburgh Guild	100
Youngstown Guild	50
Sheboygan Guild	25
Pawtucket Guild	100
Los Angeles Guild	100
Boston Guild	425
Middle Atlantic District Council	200
POJ District Council	100

Circulation Managers' Top Up \$19 In 1-Year Eugene Wage Settlement

Eugene, Ore. — First-year increases of up to \$19 in key minimums have been negotiated in a two-year contract at the Eugene Register-Guard. The settlement provides for a wage reopener in the second year.

Top minimums for reporters, display salesmen and outside classified salesmen are increased \$9, to \$153, retroactive to Jan. 30. Circulation district supervisors advance toward parity with a \$19 increase, to \$144.

Other top-minimum increases include \$14, to \$113, for librarians; \$26.25, to \$108, for maintenance repairmen; \$12.25, to \$103, for classified telephone solicitors, and \$11.50, to \$113, for promotional clerks.

The largest increase, \$33.75, is on the first-year step-up for district supervisors, whose minimums are raised by at least \$21.75 at every step except the last. The reporter starting minimum is up \$17.25, to \$103.

Minimum general increases of four-percent are provided.

The Eugene Guild also won a no-discrimination clause, a four-hour minimum call-back guarantee and a \$5.50 weekly guarantee for employees using their cars on company business.

Peoria Guild Wins \$10, Fringe Gains

Peoria, Ill. — Across-the-board increases of \$10 and improved insurance, vacation and holiday benefits have been won in a two-year Guild contract at the Peoria Journal-Star.

Increases of \$5.20 retroactive to Nov. 15 and \$4.80 Aug. 15 will raise the top minimums for reporters and district managers to \$148. Similar increases will produce top minimums of \$88.50 for stenographers and \$77.75 for copy boys.

Major medical coverage with a maximum of \$10,000 has been added to existing health-insurance protection, with the company paying up to \$23.42 a month in premiums. Accidental-death benefits are increased \$2,000, to \$15,000, for surviving wives, and \$3,500, to \$21,000, if children also survive.

The company will also pay a portion of automobile-damage costs not covered by insurance when cars are being used on company business.

The service requirement for a fourth week's vacation is reduced from 25 years to 20, and a seventh holiday, the employee's birthday, is added.

LOCAL ELECTIONS

Indianapolis

President, Vladimir Posvar; first vice president, George Washington; second vice president, Robert Bell; secretary, Dorothea Critzer; treasurer, Leon Good.



Empire State District Council, spring meeting, May 6 and 7, Utica, N. Y. International Executive Board, spring meeting, May 22-26, ANG headquarters, Washington, D.C.

Midwest and Pennsylvania-Ohio-Indiana District Councils, joint pre-convention meeting, June 3 and 4, Indianapolis, Ind.

Western District Council, quarterly meeting, June 3 and 4, San Diego, Calif.

Middle Atlantic District Council, spring meeting, June 10 and 11, Scranton, Pa.

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

Lake Superior

President, Selby Norheim; vice president, Jerome Marks; secretary, Davis Helberg; treasurer, Grace Renquist.

Lynn

President, Frederick H. Goddard; vice president, Dudley R. Mellen; secretary, Miriam Harris; treasurer, Louis D. Wilkinson.

Pueblo

President, William D. O'Donnell; vice president, Gerald C. Skelton; treasurer, Ed Orazem; secretary, Sophie Castillo.

Salem

President, James M. Shea; vice president, Robert Sears, Jr.; treasurer, Foster T. Chandler; secretary, Linda Darling.

Toronto

President, Glen Ogilvie; first vice president, Ross Miller (Miller, 551; John Lowe, 530); second vice president, Harry Brohm (Brohm, 738; Joseph Serge, 350); secretary, Eileen Craig (Craig, 657; Jean M. Pakenham, 419); treasurer, Ray Biggart.

Mellett Board To Meet; Pilot Project Pending

The Mellett Fund for a Free and Responsible Press will hold its annual meeting tomorrow at ANG headquarters.

The fund is sounding out more than 30 journalism schools and departments on sponsorship of a pilot community press council as its first project under the late Lowell Mellett's bequest to the Guild to study ways of furthering press responsibility without impairing press freedom.

The pilot council, as envisioned by Ben H. Bagdikian, president of the Fund, in a letter to the journalism schools, would "serve as a forum for discussion of local press performance, complaints and other reader responses, with membership including top leadership of the paper and representatives of the community at large."

"Within guidelines set by the administrator," he said, "it would establish its own rules for screening, hearing and adjudicating

complaints and for fruitful exchanges between paper and public."

May 31 is the deadline for sponsorship applications.

McGuire Heads Toronto Council

Toronto, Ont.—Orval R. McGuire, executive secretary of the Toronto Guild, has been elected first president of the Council of Toronto Newspaper Unions.

McGuire was elected without opposition March 29 as the new council adopted a constitution and placed its organization on a formal footing.

The council voted to have representatives attend all bargaining sessions of its nine affiliated unions. McGuire was designated to sit in on current negotiations of the Lithographers and Photoengravers Union.

The Fired 'Merchant'

Court To Air St. Louis Carrier's Antitrust Suit

An antitrust damage suit brought by a newspaper carrier with whose union the St. Louis Globe-Democrat refused to bargain on the ground he was an "independent merchant" and who was then terminated when he charged customers more than its "suggested" price will come before the U.S. Supreme Court.

The court has agreed to review lower-court decisions upholding the Newhouse paper in a suit for triple damages by the carrier, Lester J. Albrecht, who was forced to sell his route for \$12,000 less than he had been offered before the company lured some of his customers away and then terminated his appointment.

Albrecht and other Globe-Democrat carriers had been represented by the St. Louis Newspaper Carriers Union until 1961, when the company said it would no longer bargain with the union because the carriers were "independent contractors."

The company announced it would henceforth determine its "pricing policy" unilaterally. When the union spoke of a strike, the paper threatened to sue it under the antitrust laws as a merchant's group conducting a boycott.

Shortly thereafter, Editor & Publisher reported, when the paper increased its home-delivery price from \$1.30 to \$1.60, Al-

brecht began charging his customers \$1.70. To the Globe-Democrat's objections, Albrecht replied that since he was an "independent merchant" receiving no pension, vacation or other fringe benefits, he would charge what he pleased.

Three years later, after inducing 300 of Albrecht's 1,500 customers to take their papers from another carrier, the company terminated Albrecht entirely. Albrecht, who had been offered \$24,000 for his original route, sold the remainder to the same bidder for \$12,000 and instituted suit for both triple the difference in sale price and triple the loss of profits.

A jury found for the paper in 1965 after the judge instructed it that a "common purpose" must be found between the Globe-Democrat and some third party to uphold an antitrust violation. An Appeals Court upheld the decision.

The Supreme Court's decision to review the case came as the Wall Street Journal reported that newspapers are having increasing difficulty in recruiting younger carriers.

It cited discontent over such newspaper practices as forcing carriers to foot the bill for customers who move without paying

their bills, and increasing prices to carriers without allowing the carriers to pass along the increase.

"Circulation men are fond of calling the paperboy the Little Merchant," said the Journal. "They say the term accurately describes the boy, who is strictly on his own in selling papers and collecting for them."

"This arrangement, aside from whatever it may do for the boy's character, permits newspapers to skirt any problems involved in employing children and to avoid the minimum-wage laws."

The Journal cited a picket line raised at the Morristown (N.J.) Record last year by a number of carriers and their mothers after the boys were asked to absorb a half-cent increase per paper.

Newspaper officials "came out and told us we could go back to the old rate if we'd keep quiet and not tell the other boys," said one carrier, "but we thought that would be unfair."

Reported the Journal: "Soon thereafter the strikers lost their routes. Herb Thorpe, managing editor of the paper (which carried no stories on the strike), plays it down."

"Just a couple of kids who wanted to overcharge their customers," he says.



QUENTIN P. GORE

Quentin Gore Dies; Former IEB Member

Chicago, Ill.—Former ANG International Vice President Quentin P. Gore, managing editor of the Chicago Sun-Times and one of the nation's leading authorities on typography, died here March 27 at the age of 57.

Gore, an organizer and former president of the Chattanooga Guild, served on ANG's International Executive Board in 1938. He was named managing editor of the Sun-Times in 1964 after 20 years as telegraph editor, Sunday editor, picture editor, news editor and assistant managing editor.

He was a member of the news management board of the Newspaper Division of Field Enterprises, publisher of the Sun-Times.

Gore worked for 16 newspapers during a career in which he was acting managing editor of the Montgomery (Ala.) Advertiser at the age of 19.

Gore was responsible for the Sun-Times's typographical make-up and was the author of a manual on the subject that resulted in widespread emulation. The manual won him an award from the Chicago Guild in 1964. He also won the Sun-Times's first Marshall Field award in 1953 for outstanding contributions to editorial excellence.

Sun-Times Editor Emmett Dedmon, in eulogizing Gore, termed him "one of the architects in building the Sun-Times to its present position of success."

'Contractor' Claim Fails, Daily Must Face Carrier Boy's Suit

Little Rock, Ark.—The Arkansas Supreme Court has rejected a Little Rock daily's attempt to evade an injured carrier boy's \$195,000 damage suit by claiming the boy was not an employee but an independent contractor.

The court, overturning a Circuit Court verdict and sending the case back for a determination of damages, ruled unanimously that the state's child-labor law prohibited the Arkansas Democrat from employing the 13-year-old boy either directly or by contract.

Chief Justice Carleton Harris, in a concurring opinion, said he would have reversed the verdict solely on the basis that the boy

was in actuality an employee. Brushing aside the company's contention that the youth was operating his own business, Harris declared:

"The boy was not an independent contractor but was an employee . . . and a master-and-servant relationship existed."

The Arkansas General Assembly, acting at the request of the Arkansas Press Association, has since eliminated the restriction on employment of children under 14 as newspaper carriers. Such work, the assembly said, promotes "a spirit of thrift and industry and tends to prevent juvenile delinquency."

Unions Can File Claims Of Bias, Locals Told

Guild locals have been reminded in a revised ANG human-rights memorandum that they can now bring complaints on behalf of an individual or group that has been discriminated against in violation of the fair-employment-practices section of the 1964 Civil Rights Act.

Until last summer the Equal Employment Opportunities Commission (EEOC), the agency set up by the act to enforce its ban on employment bias based on

race, color, religion, sex or national origin, would not accept a union's complaint.

The EEOC had held that a union did not meet the legal definition of a "person" entitled to file a complaint under the 1964 Act.

Last year EEOC ruled, and the courts have agreed, that a union does qualify as a "person" under the act.

The 12-page ANG memorandum replaces one issued in 1964 before the Civil Rights Act was passed. It contains a new section on the equal-employment-opportunities section of the act and expanded sections on state and provincial fair-employment-practices laws.

The memorandum also reminds locals that each ANG convention since 1962 has pointed out that "only by direct confrontation with management can the Guild effectively help open the doors of newspaper employment to minority-group members." It suggests approaches and programs to initiate and carry out such Guild-publisher programs.

Ingersoll Locals Set Conference

New York City—Guild locals with contracts covering papers in the fast-growing Ingersoll chain will meet here tomorrow and Sunday to explore common problems and prepare to co-ordinate bargaining.

The meeting has been called at the initiative of the Kingston Guild. Ingersoll acquired the Kingston Daily Freeman last year.

Other locals with Ingersoll contracts are North Jersey, Philadelphia and Pawtucket.

ITU Council Broaches Unity To Stereotypers

The International Typographical Union has proposed a seven-point agenda to the Stereotypers Union as the basis for a discussion leading toward "unity and co-operation."

Under the ITU executive-council proposal, similar to one offered the Stereotypers two years ago, the two unions would enter into a limited affiliation while retaining their separate structures, names, constitutions and officers. The ITU proposed that the two unions regard each others' picket lines as "inviolable" and co-operate in organizing and bargaining.

The ITU Review, which said the affiliation was designed to lead to "eventual merger," termed the proposal another step in the ITU's effort to achieve "workable unity

and active co-operation among the graphic-arts unions."

It said the proposal was advanced following the receipt of inquiries from officers and members of Stereotypers' locals requesting "clarification" of the ITU's present position on affiliation.

A proposal to merge with the Lithographers and Photoengravers International Union failed ratification in a Stereotypers' referendum in January.

Merger subcommittees of the LPIU and the Printing Pressmen concluded two days of discussions in March, with LPIU President Kenneth J. Brown and Pressmen's President Anthony J. DeAndrade expressing satisfaction in the results. New meetings will be held May 10 and 11.

First Fruit Of Drive

N.Y. Seeks Unit At Spanish Daily

New York City—A petition to represent 60 employees in all departments of the Spanish-language daily El Tiempo is the first fruit of an intensive New York Guild organizing drive.

The company is putting up bitter resistance, firing four employees active in the Guild drive and contending before the National Labor Relations Board that an existing contract with an independent union bars recognition of the Guild.

The Guild has filed unfair-labor-practice charges based on the dismissals.

At hearings on the representation petition last week the Guild argued that El Tiempo's existing contract with the National Organization of Independent Trade Unionists is invalid because it was signed before the paper was converted from a weekly to a daily two years ago, at a time when the staff was only 30 percent of its present size.

The Guild is seeking an elec-

tion that would include editorial, business-office, advertising and composing-room employees.

The local executive board last month voted to continue a \$20,000 organizing drive beyond the

three-month period originally projected. Four special organizers have been added to the local staff, and ANG International Representative Edna Berger has been assigned to co-ordinate the drive.

Pressmen Win Annual Wage, Manning Control In N.J. Pact

Morristown, N. J. — A novel contract under which a crew of seven pressmen are employed at annual salaries and assume complete responsibility for manning the pressroom has been negotiated at the Morristown Daily Record.

The pressmen will receive a base salary of \$11,960 a year (\$230 a week) plus a reserve of \$480 from which substitutes are to be paid during absences for other than vacations and bereavement leave. The company pays for substitutes during these periods.

Weekly pay under the Pressmen's old contract at the Record was \$152.50.

The crew — a foreman, five pressmen and an apprentice — will be responsible for manning the pressroom six days a week, determining the number of men required on each shift and the number of days and hours worked. The only requirement is maintenance of "normal production."

Any balance in a crew member's reserve fund at the end of the year after payment of substitutes will be paid to him.

Ingersoll Chain Reaches Into Massachusetts

Fall River, Mass.—Ingersoll Newspapers has added the Fall River Herald-News to its mushrooming Northeast chain.

Purchase of the 41-year-old daily by Northeast Publishing Inc. was announced late last month by Ralph McA. Ingersoll, its president.

Ingersoll is also president of New England Newspapers Inc., which publishes the Pawtucket Times; Mid Atlantic Inc., publisher of the Elizabeth (N.J.) Daily Journal; the Capitol City Publishing Co., publisher of the Trentonian in Trenton, N. J.; Central States Publishing Inc., publisher of the Delaware County Times in Chester, Pa.; the Shenandoah Valley Publishing Corp., owner of the Shenandoah (Pa.) Herald; Peerless Publications Inc., publisher of the Pottstown (Pa.) Mercury; and Mid-Hudson Publications Inc., publisher of the Kingston (N.Y.) Freeman.

Top Officers Terminate Assessment

(Continued from Page 1)

members and would mean a strike-benefit bill approaching \$200,000 weekly," he said in a letter to local treasurers.

"Nonetheless," he declared, "with ANG Defense Fund assets at their present level, ANG officers feel additional assessments cannot be justified until the crisis develops into a shutdown."

Defense Fund assets will total approximately \$1,250,000 by the end of April in the absence of a New York strike, Perlik reported.

Perlik said that even if there is a strike in New York there would be no recommendation that the International Executive Board reimpose assessments prior to May, at the earliest.

While a New York strike could empty the Defense Fund by the time a May assessment reached ANG, he said, "ANG's borrowing capacity should enable it to meet its obligations until then."

The 1966-67 assessment series began last April when a Boston printers' strike put 800 Guildsmen on benefit payments, sending the Defense Fund below its million-dollar constitutional floor.

While the assessment series ended with March payments, Perlik pointed out that some locals, which began collecting later than April 1966, will have to continue collections for a corresponding number of months until a total of 12 have been collected or paid by the local on its members' behalf.

Tension Grows In N.Y. Newspaper Bargaining

(Continued from Page 1)

meetings to air the bargaining situation the day after contract expiration because the News was "the greatest impediment" to reaching a settlement. The News quickly reached agreement with the printers on three key issues—pensions, severance pay and the use of outside stock-market tape—after resisting terms previously accepted by the Times.

Powers said the chapel meetings would continue until a settlement, however, and launched separate bargaining with the News on major economic issues.

Yesterday, under pressure of a Powers announcement that he would make the union's bargaining position public at 11 a.m. unless a settlement was reached, the News made a new wage offer: a three-year contract with increases of seven, four and five percent—totaling \$24.29 on the day-shift base of \$151.85.

Powers said the union was not accepting it.

Earlier the publishers had offered three four-percent increases.

The union had previously moved into separate bargaining with the Times, although it announced it would file unfair-labor-practice charges against the company because of the Times's insistence on the presence of observers from the other newspapers.

A barrier to settlement was eliminated when Powers clarified the printers' position on percentage wage increases. He said the Typographical Union wants "a wage increase that meets our needs and is expressed in percentage terms," but that it would have no objections if the publishers gave the same dollar amount



New York Times Photo

AS DEADLINE NEARED: New York Mayor John V. Lindsay, decrying the possibility of a city-wide newspaper blackout, is flanked by mediator Theodore W. Kheel as he urges intensified efforts to avert a shutdown at a press conference shortly before expiration of newspaper-union contracts.

to other unions after meeting the printers' terms.

He emphasized, however, that the printers did not want their wage increase limited by a dollar formula extended to all unions.

The Guild, printers, ITU Mailers, Stereotypers, Newspaper Deliverers, Lithographers and Photoengravers, Machinists and Electrical Workers have all authorized strike action at one or more of the

papers. The Stereotypers threatened an April 9 strike against the Long Island Press over a manning dispute, but the issue was resolved shortly before the deadline with Kheel's assistance.

The Guild's representative assembly, just before contract expiration, adopted a resolution pledging that Guild members would not cross craft-union picket lines, noting that craft unionists

had consistently observed Guild lines.

Thomas J. Murphy, the Guild's executive vice president and chairman of the New York Newspaper Trades Council, predicted that other unionists would honor picket lines should the News lock out printers as a result of the chapel meetings.

Powers, citing the possibility of a News lockout, said other papers would have no right to shut down in the event of such an eventuality. He announced that the printers would institute a claim for wages if they did so.

There was considerable doubt that there would be any citywide blackout in the event of a shutdown at one paper, however. The publishers are bargaining individual contracts, for the most part, although some negotiations have been held jointly.

A World Journal Tribune spokesman told employees as the March 30 expiration deadline neared that the World Journal expected to publish even should another paper be struck. The other papers continued to publish throughout the 140-day World Journal shutdown last year.

The Mailers, Pressmen, Stereotypers, Deliverers, Typographical Union and Lithographers and Photoengravers all reported some bargaining progress, but Guild bargaining was stalemated at both the Times and News.

The Times has refused to discuss any Guild proposals until the Guild establishes a priority listing for them; it has made no counterproposals. Among Guild objectives at the Times is a reduction in 340 jobs exempted from contract coverage.

UPI Guildsmen Voting On \$212 Settlement

(Continued from Page 1)

quarters in New York.

The Canadian UPI contract was rejected by an 11-to-1 vote at a March 25 unit meeting in Ottawa and in mail balloting. Members objected principally to insufficient wage increases in editorial minimums.

Canadian Wire Service negotiators returned to the bargaining table with a federal conciliator in Montreal this week to raise the minimums.

The U.S. Wire Service Local had told UPI that if it wanted to conclude U.S. negotiations it should first wind up bargaining in Canada, where newly organized UPI employees had been trying for a year to negotiate a first contract.

The tentative Montreal settlement was reached at 2 a.m. March 24; five hours later bargaining was concluded in New York after an hour-by-hour extension of a midnight strike deadline.

At one point, Guild negotiators were on their way out of the building to call the strike. But management representatives hurried after them and asked more time to consider union security. They did not change their stand

...Wilkes-Barre

(Continued from Page 1)

include a \$15,000 major-medical health-insurance policy, a seventh holiday for employees with 20 years' service, and a one-cent mileage increase, to 10 cents a mile.

Pensions are increased 8 1/2 cents per month of service and the ceiling on death benefits and severance pay are raised two weeks, to 52. The service qualification for a fourth week's vacation is reduced from 18 years to 15, and employees on reserve military duty will receive the differential between service earnings and salary.

but did make other concessions.

In addition to wage increases, the settlement would provide:

- A 37 1/2-hour week for 30 percent of UPI employees, excluding newsmen, photographers, artists and photo engineers.

- A 25-cent increase in pension contributions, raising the total to \$3.15 a week.

- A \$1-a-month increase in medical-insurance payments, raising the total to \$13 effective in the second year.

The top minimum for newsmen in Class I bureaus would be increased \$6 effective March 16, \$6.50 Sept. 16, \$6 next March 16 and \$3.50 the following Sept. 16, to reach \$212, a minimum \$5 higher than that contained in

the local's new Associated Press contract.

The top in Class II bureaus would go up \$8.50, \$9, \$5.50 and \$4, to reach \$207, the Class I top at AP.

Top minimums for photo printers would be increased \$21, to \$199, in six bureaus and \$20, to \$182.50, in others. The top for telephoto beamcast operators would go up \$25.50, to \$121; the flat minimum for picture dispatchers \$24.25, to \$116.50, and the top for electronic data-processing operators \$26.25, to \$190.25.

Employees earning \$225 and over would receive general increases of \$5, \$2, \$6 and \$2; those from \$195 to \$224.99 would get \$4, \$2, \$5 and \$2; those from

\$175 to \$194.99 would get \$3.25, \$2.50, \$4.25 and \$2.50; those from \$130 to \$174.99 would get \$3.25, \$1.50, \$4.25 and \$2.50; those from \$100 to \$129.99 would get \$3, \$1.50, \$3.50 and \$2, and those below \$100 would get \$3, \$1, \$3 and \$1.50.

The commission guarantee for commercial-picture salesmen would be increased \$10 a week, to \$90, and audio employees would receive a \$5 premium for each voice report.

The settlement would increase the severance-pay ceiling four weeks, to 59; extend the five-day week to nine more bureaus; provide payment of the differential between salary and military pay for employees on military training; allow maternity leave of up to eight months, and increase car-use allowances in several areas.

The rejected Canadian contract, spanning 27 months, called for general increases ranging from \$5.50 to \$15, with the following top minimums in the final step, July 1, 1968:

Reporters and photographers, \$150; photo-bureau assistants, \$85; copy boys, \$75; bookkeepers, \$93; operators, \$120.

The settlement provided for a dues checkoff, arbitration of grievances, up to 20 weeks' severance pay, a ban on automation dismissals, three months' notice of automation that would result in staff reductions, and a no-discrimination clause.

It also provided a 37 1/2-hour week for operators and bookkeepers, eight holidays, four weeks' vacation after 15 years' service, three after five and two after one, and mileage payments of 10 cents.

It provided a night differential of \$1.50 per shift and a lobster-shift differential of \$2. The company agreed to a pension study during the life of the contract.

Top Up \$34.25 In 30-Month Cincinnati Pact

(Continued from Page 1)

below \$60 get \$4, \$4, \$2 and \$2.

The top for reporters and display salesmen goes up \$8.75, \$8.50, \$8.50 and \$8.50; that for outside classified salesmen, \$9, \$7.25, \$3.50 and \$4, to \$158.75, that for inside classified, \$4.75, \$4.75, \$3 and \$3, to \$110.25; that for district managers, \$9, \$8.25, \$3.50 and \$4, to \$169.50, and that for stenographers, \$4.75, \$4.75, \$3 and \$3, to \$108.

The top minimum for advertising layout and copy personnel is increased \$31.75 over the contract term, to \$158.75.

The settlement also reduces the service requirement for a fourth week's vacation from 15 years to 10; the requirement for a third week will be reduced from four years to three in 1969. The mileage allowance is increased one cent a mile, to 11.

Maine To Mark 'Crocker Day'

Augusta, Me.—April 26 will be Bob Crocker Day in Augusta, Gov. Kenneth M. Curtis has proclaimed.

Hero of the event will be Wire Service Guild President Robert M. Crocker, who will be marking his 20th anniversary as chief of the Associated Press's State House bureau.

All State House business will be interrupted at noon for a buffet luncheon in the rotunda, at which newsmen and leaders of both houses of Maine's Legislature will pay tribute to Crocker's work.

Atlantic Council Contest Won By Rider College

Allentown, Pa.—Rider College was declared winner of the Middle Atlantic District Council's eighth annual college-newspaper contest last week.

The Trenton, N.J., college was picked in competition among 24 papers in judging held April 2. Drexel Institute of Technology in Philadelphia was awarded second place, while another Philadelphia college, LaSalle, took third.

Honorable mentions went to Lehigh and Temple universities and to Kings College in Wilkes-Barre, Pa.

The judges were Sidney Benjamin of the Scranton Guild and Robert M. Golden and Brian Aderholm of Lehigh Valley.

The Rider College paper will be entered in the Council of District Councils' annual college-newspaper contest, to be judged at ANG's 1967 Convention in Ottawa.

Canada Council Sets 1st Contest

Toronto, Ont.—The Canadian District Council is holding its first college-newspaper contest—for the best 1966 news story appearing in a Canadian college paper.

The award, \$50 and a plaque, is in memory of former ANG Vice President C. Joseph Beaucherc, a former Toronto Guild president. April 30 is the deadline for applications; judging will be by a panel of three newsmen.

The Canadian University Press has endorsed the contest as "a concrete move toward improving newswriting standards on university papers."

Four More Papers Shatter Profit Records; Time Inc. Earnings Soar To \$37 Million

Four more newspaper companies—Dow Jones, Richmond Newspapers, Cowles Communications and the Boston Herald-Traveler—have reported record earnings in 1966.

Dow Jones, publisher of the Wall Street Journal, Barron's and the National Observer, led the parade, reporting net income of \$13,368,811, a 38.5-percent increase over its 1965 record of \$9,650,963. The company's operating revenue of \$83,151,585 increased 14.5 percent over 1965's total of \$72,680,322.

Business was still better in the first quarter of this year, Dow Jones reported this week. Revenue was at \$21,491,431, compared to \$20,347,221 for the first three months of 1966, and earnings at \$3,274,675, compared to \$3,128,097 in first-quarter 1966.

The Wall Street Journal, with circulation of over a million, second only to the New York Daily News among U.S. newspapers, earned 80 percent of Dow Jones's income, according to the Gallagher Report, weekly media newsletter.

Dow Jones has joined with the Associated Press in a new economic-reporting service, transmitting economic news 24 hours a day to newspapers and business clients outside the United States and Canada.

Richmond Newspapers Inc. reported 1966 earnings of \$2,558,908, up \$178,292 over the 1965 figure. Total revenue was \$39,466,293, compared with \$36,727,178 the year before.

Richmond's annual report noted that the increase took place despite plant expansion. Gains in volume, revenue and net earnings were scored in every division, the company said.

A profit increase of \$277,000 was registered by Cowles Communications, which launched the new Suffolk Sun on Long Island last year. Net income of \$4,637,000 was reported on revenue of \$146,313,000, up nearly five million over 1965.

Cowles publishes Look magazine, the San Juan Star and two Florida dailies besides the Sun.

The Boston Herald-Traveler Corp. reported netting \$2,169,441, compared with \$1,909,326 for the year before. Earnings per share were up 47 cents, to \$4.95.

In Vancouver, the Sun Publishing Co. reported net income of \$318,321 in the four months ending Dec. 31 and said its investment portfolio had gained \$353,000 in market value, in the first month and a half of 1967. Its total value is now \$6,670,512.

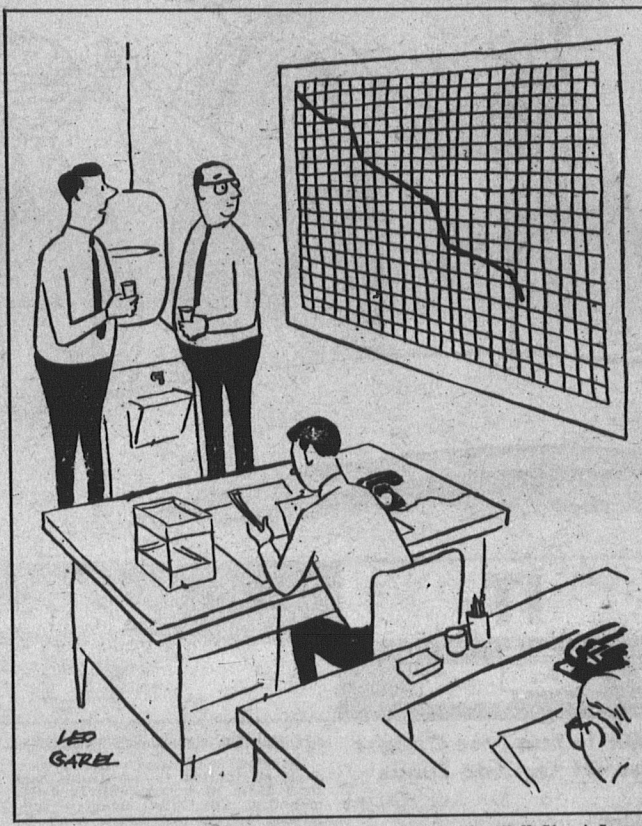
Retained income, the company said, totaled \$12,357,059 at the year's end.

The Scripps-Howard Broadcasting Co. reported that its 1966 profit was up nearly a million dollars, from \$4,488,234 in 1965 to \$5,455,932. Earnings per share were \$2.11, compared with \$1.73 the year before.

Danger Pays

New York City—It pays newspaper newsmen to live dangerously.

Under a three-month-old contract between the American Federation of Television and Radio Artists and the nation's major networks, newsmen receive \$60 a week in hazard pay on top of their \$350 salaries whenever they are assigned to cover "combat, riot, insurrections" or other dangerous stories.



Garel in the Wall Street Journal

"I think it's a dummy to keep us from asking for raises."

Circulation Advisor Urges Wage Parity

The newspaper industry's growing manpower shortage is wreaking its worst havoc in circulation departments, a newspaper promotion advisor warned last month.

The solution he proposed is the adoption of a key plank in the Guild's Collective Bargaining Program: parity for district managers. Norman P. Rickards of Church, Rickards & Co. told a New Jersey Press Association circulation conference that the manpower shortage "is becoming an increasing problem for the newspaper industry in general and the circulation side . . . in particular."

He urged management to "give the circulation department equal stature with the other departments of the newspaper and make earnings in circulation departments competitive with other newspaper departments, as well as with the other jobs in the community."

"While money is not the entire answer," Rickards said, "it is a main factor in attracting and retaining competent personnel."

Cyrus H. Fabor, general manager of the International Circulation Managers Association, said one of the industry's greatest problems, carrier turnover, is a result of turnover in adult circulation supervisors.

"The time is here," Fabor said, "when there must be adequate budget to allocate sufficient and qualified manpower and facilities to maintain the carrier operation."

One circulator summed up the feeling of the meeting, Editor & Publisher reported, in these words:

"There is a crying need to tell management that we must pay these men more; they're being paid peanuts for working screwball hours."

Money is the leading consideration among undergraduates in journalism schools, too, according to a recent survey.

Twenty-two percent of the journalism students at the University of North Carolina listed

News Industry Loses Another

Job security, however desirable, is not enough to prevent some newspapermen from fleeing the industry at the first opportunity.

Witness the following Associated Press dispatch, datelined Nashville, Tenn.:

"Edward Lonis, the 35-year-old roving reporter of the In-mates Bulletin at the Tennessee State Prison, was sent out to cover a story. On the way back to the prison he escaped from the car in which he was being transported."

starting pay as the first factor to be considered in looking for a job, according to Professors Kenneth R. Byerly and Donald L. Shaw.

The second factor, listed by 17 percent, was opportunity for advancement. Third came the newspaper's location, listed by 16 percent.

In nearly every case where students said money was not important, the two professors found, the answer was qualified by some such phrase as "at first" or "if the job offers a chance for reasonable promotion."

Pay Raise Absorbed By Productivity Gain

Albany, N.Y.—Composing-room changes at one Scripps-Howard paper enabled it to more than absorb a wage increase, according to Ronald A. White, the chain's production director.

System changes enabled the paper to increase productivity from eight column inches per man-hour to 11 inches in three years, White told the New York State Publishers Association. The resulting cost per unit fell from 56 cents to 48, he reported.

Time Inc. had its best year in history in 1966, shattering its earnings and revenue records for the seventh consecutive year with 11-percent increases over its best previous showing.

Net income of the world's largest publishing company was \$37,253,000 last year, compared with \$33,544,000 the year before.

Revenue rose to \$503,060,000 from 1965's total of \$453,309,000.

The company's net advertising revenues totaled 247 million dollars, of which Time magazine earned 86 million, second only to Life, which took in \$170 million.

Revenues also reached new highs for Fortune and Sports Illustrated, the company said. Revenue was up 22 percent at its four radio stations, and 16 million Time-Life books were sold during the year.

The New Yorker magazine, too, racked up new records, with net earnings of \$3,015,000, or \$10.93 a share, compared with \$10.71 in 1965, its best previous year.

Even the deficit-ridden Curtis Publishing Co. reported earning \$347,000 last year, its first operating profit since 1960. It reported a loss of \$3,352,000 in 1965.

The company has made "significant gains" in advertising, the Wall Street Journal reported.

Magazine reports were bearing out a year-end prediction of the Magazine Publishers Association, which said that last year would shatter all records for both advertising and circulation.

The institute estimated 1966 ad revenue at 1.16 billion dollars, up seven percent, and it reported a four-percent increase, to 220 million copies, in total circulation in the year's first half.

Magazine prices have been jumping at newsstands lately, and subscription rates can be expected to rise, too, according to Newsweek.

Reader's Digest and Look raised their newsstand prices from 35 cents to 50 at year end, and Time went from 40 to 50 cents. Earlier, the Saturday Review and the Saturday Evening Post jumped from 25 cents to 35, Newsweek and U.S. News & World Report from 35 cents to 40, Cosmopolitan and Redbook from 35 to 50.

Papers Face 2nd Newsprint Hike In Year

The price of newsprint is on its way up for the second time in a year.

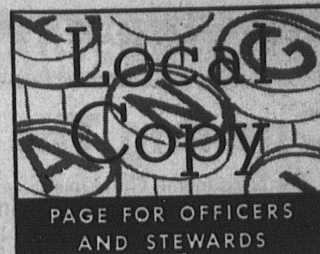
Most of the major Canadian producers have announced a \$3 increase, effective June 1 for delivery west of the Rockies and July 1 in the East.

The increase will bring the Eastern price to a \$142 a ton and the Western price to \$137.

Last June prices were raised \$5, the first increase in nine years. Newsprint producers had tried to boost the price \$10 but backed down under stiff protests from newspaper publishers.

In announcing the new increase, a spokesman for one company said his firm hoped for smaller but more frequent increases in the future.

Newsprint consumption is continuing to set new records. Newspapers reporting to the American Newspaper Publishers Association used 510,531 tons in February, a 2.6-percent increase over the level for February 1966.



Arbiter Takes Guild Work From Editor

Perth Amboy, N.J.—Management cannot erode a Guild bargaining unit by creating exempt jobs and then assigning Guild work to them, an arbitrator has ruled.

Arbitrator Eric J. Schmertz held that the Perth Amboy Evening News cannot assign any more bargaining-unit work to a new associate editor than the executive editor had been doing at the time the new post was created.

He ordered the company to return the bulk of the editorial-page work to the Guild-covered editorial-page editor.

The arbitration was the second arising out of the company's promotion of a Guild defector during a 1965 printer's lockout to the exempt job of managing editor and its creation of the associate editor's job to accommodate the previous managing editor.

Another arbitrator ruled last May that the company did not have the right to assign bargaining-unit work to the associate editor during the term of the existing contract. The latest ruling came last month after the Guild and the company failed to reach agreement on the question in bargaining for a new contract.

"The mere establishment of a new supervisory position," Schmertz said, "does not automatically vest that position with the right to perform bargaining-unit work on an unrestricted basis."

"If the publisher's right to establish new supervisory jobs endowed such positions with a concurrent right to perform bargaining-unit work without the Guild's consent," he said, "this could result . . . in the wholesale usurpation of bargaining-unit work by supervisory employees, thereby shattering the bargaining unit."

The limitation of the associate editor's involvement in bargaining-unit work to the amount that had previously been done by the executive editor should be applied to all other newsroom activities, Schmertz concluded.

Compensation Required For Denial Of Car Use

San Francisco, Calif.—An arbitrator has ruled that the San Francisco Newspaper Printing Co. must compensate three classified-ad salesmen for revoking their right to use company cars outside working hours. But he held that five others were not entitled either to use of the cars or compensation. Arbitrator Sam Kagel said the difference lay in the fact that the three employees had traded merit increases or other benefits for personal use of the cars, whereas use of the autos by the other five was a "gratuity" that the company could revoke at will.

The arbitrator rejected the San Francisco-Oakland Guild's request that the company be required to rescind an order calling in all company cars at the close of the work day. But he ordered the company to negotiate a settlement of the three grievances he upheld.

Editorial

Opening The Public Eye

The Sacramento Guild has moved to defend territory that, in the absence of publisher action, is all too often ceded to those who hold the public's right to know of little account.

California has a law requiring that with only limited exceptions all governing bodies hold their meetings under the public eye. But reporters who arrived for a meeting between the Sacramento County Board of Supervisors and the Central Labor Council recently found that the supervisors intended to close that eye. They hung a "no admittance" sign on the door.

Neither of Sacramento's two newspapers acted, so the Guild did. It filed suit in Superior Court seeking a judgment that the padlocked meeting was illegal and an injunction that would prevent the supervisors from turning the key again.

Just the complaint of a few "disgruntled newspapermen," replied the county counsel in attempting to persuade the judge to do precisely what he had said mustn't be done: shove the state's anti-secrecy law "under the rug."

All too many public bodies have reduced the requirement for open meetings to an empty shell, conducting their deliberations safe from the public gaze and then emerging to act out a ritualistic adoption of "official" actions without debate. The procedure is calculated to produce anything but public enlightenment on public business.

The star-chamber legislative session is no more to be countenanced than the star-chamber judicial proceeding. The latter jeopardizes the rights of an individual defendant; the former endangers the rights of everyone.

"Disgruntled newspapermen?" If so, California citizens can be thankful their newspapermen aren't easily grunted.

Payoff In Toledo

It took five months, but a display of interunion unity with few precedents in recent newspaper history finally paid off in Toledo.

The Guild, the printers and seven other unions, arrayed solidly from the start in the Toledo Council of Newspaper Unions, won wage increases and other gains vastly greater than those offered before the strike: from \$32 to \$58.50 on key minimums as against a maximum of \$24.25, in the case of the Guild.

"Unity," as the ITU Review said, "can be given the bulk of the credit" for the unions' victory in the face of National Labor Relations Board charges, a persistent company campaign of television propaganda against the strike and pressure on advertisers not to use the unions' interim strike paper.

Although only the Guild and the printers struck in the beginning, and only three of the remaining seven unions struck at all, picket lines were honored without question; in return, none of the striking unions would agree to go back until all of the unions had reached settlements.

The unions, co-ordinating their strike activities through the interunion council, chose a single bargaining spokesman, developed joint proposals and formed joint health-and-welfare committees. And the strike settlement was finally negotiated by a committee of international officials of the striking unions.

With this sort of solidarity as their watchword, Toledo unionists successfully prosecuted a 150-day strike, their strike benefits supplemented by income from one of the most successful strike-paper operations in newspaper history. Today they are back at work, their salaries substantially higher and their unions immeasurably stronger.

Unity is the name of the game.

The Guild Reporter

ELLIS T. BAKER, Editor

and
Director of Research & Information

DAVID J. EISEN, Associate Editor

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American Newspaper Guild

1126 Sixteenth St., N.W., Washington, D. C. 20036

Area Code 202-296-2990

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'Can't A Man Have A Little Privacy?'



IT

SEEMS
TO US

Four In San Jose Oppose Use Of Outside Funds

SAN JOSE, CALIF.

Editor:

Officers of the American Newspaper Guild have compromised the integrity of every working newsman in America by accepting outside money which, it turns out, was supplied by this country's intelligence network.

But there is a larger question even than the Guild performing work for the CIA.

Why should our union accept or solicit money from any source outside our own membership?

If the function is vital to the interests of a free press, better working conditions and pay or advancement of our membership, it should be financed by our own money. Otherwise, it is doubtful whether the trip, study, publication or report is necessary at all.

CHARLES D. ANDERSON
ROBERT LINDSEY
JACK B. FRAZER
LARRY STAMMER
San Jose Guild

Twin Cities Verdict Seen Example Of Paternalism

NEW YORK CITY

Editor:

After reading the full text of the Twin Cities Guild's statement (for the printing of which, more power to you), I am as sure as I was when the penalties were first announced that the IEB has, indeed, been vindictive and bent on harassment.

I think it also reflects a papa-knows-best attitude that is painfully obvious in almost every international-headquarters statement and in the Guild Reporter only too often. I write this regretfully as a charter member of Local 43 in Toledo and as one who was privileged to know the Broun whose name is so often invoked, but whose practices are so seldom followed by the ANG.

Granted that bureaucracy is an inherent evil of any union that keeps on growing, could we, perhaps, have a little less of the headquarters people doing our thinking and a little more of asking the man on the beat, on the desk, on rewrite what the hell he thinks and wants?

I hope so. Further, I hope some more of us dues-payers who support that group at headquarters hope so, too.

DONALD M. POND
North Jersey Guild

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

Reuther Leadership Seen As 'Creative'

RIVERDALE, MD.

Editor:

I would like to add a fervent second to the recent suggestion in this space by Brother Al Gross [GR, March 10] that the ANG

throw its lot with Walter P. Reuther and the UAW in the current rift within the AFL-CIO family.

President Reuther represents the sort of leadership that will make the trade-union movement the creative force in society that it can and must be.

A closer association with President Reuther in the past might very well have saved ANG from the embarrassment suffered as a result of the recent disclosures concerning CIA involvement.

RICH BRIGHT
Associate Member
Washington-Baltimore Guild

AMONG

OURSELVES

New York Guildsman Murray Kempton has won the George Polk Memorial Award for interpretive reporting.

The New York Post columnist was cited for commentary that is "intellectually sensitive, morally responsive and powerfully instructive" in annual awards made by Long Island University.

In Melbourne, Hawaii Guildsman Warren Roll was named winner in the Photo-Journalism Section of the Pacific Photographic Fair. The Honolulu Star-Bulletin photographer won a \$2,000 award for a tour to study photo journalism.

Back on the continent, first-place winners in the Education Writers Association's annual competition included Toronto Guildsman Barrie Zwickel of the Globe

& Mail, who won two in the category for newspapers with over 250,000 circulation, and New York Guildsman Bernard Bard of the Post in the magazine category for an article in the Reporter. Guildsman Gerald Grant of the Washington Post won a second-place award in the national-features contest.

A 600-page history, "The Epic of New York City," written by former World-Telegram & Sun writer Edward Ellis, has been published by Coward-McCann (\$12.50).

A second term as president of the Philadelphia Press Association has been won by Guildsman Donald A. McDonough, city-hall reporter for the Philadelphia Inquirer.

Clyde Reichelt, former president of the Great Falls Guild, has moved to the Stockton Record.



Guild Reporter
1126 16th St., N.W.
Washington, D. C. 20036

My copy of the Guild Reporter for

April 14 arrived _____ 1967

Name _____

Street & No. _____

City _____

State or Province _____