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Guild Annexes Unit Of 93 In Yakima Vote

Yakima, Wash. — The Guild won a new 93-member unit last week as employes of the Yakima Herald and Republic voted 59 to 31 for Guild representation.

The new unit embraces the Guild's entire jurisdiction, including editorial, advertising, circulation and business-office employes.

The May 15 consent election capped a month-long organizing drive by George Lambert, administrative secretary of the Seattle-Tacoma Guild, assisted shortly before the vote by International Representative Charles Dale.

The Herald and Republic are singly owned morning and afternoon dailies with circulations of 17,000 each in a town of 43,000 population about 115 miles southeast of Seattle.

The Yakima unit is the second on the West Coast to come under Guild coverage in little more than a year. The Coos Bay (Ore.) World went Guild in May 1966.

N.Y. Arbiter Gives Parity, $200 To Times Roadmen

New York City—An arbitrator this month awarded New York Times circulation roadmen wage parity with reporters and display salesmen at $200 a week, finding that their jobs require "no lesser exercise of independent judgment or discretion."

Joseph F. Wildebush's ruling in an unusual arbitration case supported the 17-year-old judgment of a Guild convention that declared key circulation jobs are on a par with key jobs in other departments and merit equal pay.

Wildebush said testimony in the Times case indicated that the roadmen's job requires "a degree of responsibility and the exercise of independent judgment to a far greater extent than he is credited with by the publisher."

Parity was set as a Guild wage goal by the 1950 Convention but has been generally resisted by publishers. It has been gained in bargaining at only six papers, three of them this year.

Wildebush's decision gives the roadmen a $21.70 increase to $200 retroactive to Feb. 20, 1966, making them the first to achieve parity at that figure. A $200 top minimum for circulation men was negotiated earlier this year at the Stockton Record, but it will not take effect until 1969.

Other contracts with parity are in Toledo, Portland, Me., Toronto, Peoria and Terre Haute.

Wildebush was called on to arbitrate the roadmen's classification as the outgrowth of a provision in the 1965 Times contract settlement. A job-evaluation committee was set up under the contract to resolve classification disputes, with power to refer disputed issues to arbitration.

Wildebush, in upholding the New York Guild's position, reslotted the roadmen in a pay group with reporters and display salesmen.

That group's present minimum was contained in a contract that expired in March and is due to rise substantially in the new contract now being negotiated. The printers have already won a 21-percent increase over three years.

Wildebush, while stating that it is difficult to compare roadmen with reporters, photographers, copy readers and rewritemen because their jobs are "inherently different," said the testimony of Guild Local Representative Edwin Egan was "enlightening."

It showed, he said, that jobs in the reporter - display salesman classification "all require some form of supervision" and oblige those who hold them to "follow out their assignments within the framework of their skills."

"The arbitrator finds no greater amount of supervision required of roadmen and finds no lesser exercise of independent judgment or discretion in the performance on their part of their duties." he declared.

Wildebush rejected a second Guild contention that advertising-production artists should be upgraded from a classification with a $158.20 top minimum to one calling for $178.30. He conceded that they had "high technical skills" but said they did not meet requirements for the higher group.

6 Weigh N.Y. Daily; Tabloid Planned

New York City—At least six publishers and would-be publishers are studying the possibility of filling an afternoon newspaper vacuum that mediator Theodore W. Kheel last week said was created by insufficient financing of the suspended World Journal Tribune. A seventh has already announced plans for a new three-penny tabloid.

Kheel, who participated in efforts to settle labor disputes created by the World Journal merger, said the paper was "doomed from the start" because a newspaper cannot be published in New York City "on a piggy-bank budget."

N.Y. Guild Statement . . . P. 7

Kheel said he had no doubt that some publisher would satisfy the demand for a new afternoon paper "in a profitable way," a prediction that events appeared to be bearing out.

In addition to the New York Times, the Daily News and transit magnate Roy Chalk, previously in the field, Time Inc., multimillionaire Howard Hughes and former Vice President Richard M. Nixon were also reported considering a new paper.

The three-cent tabloid is being backed by Matzner Publications, owner of an afternoon daily in Wayne, N.J., and the Beverage Retailer, a trade publication. A tentative starting date of May 29 was announced.

There were these other developments in the fallout from New York's third newspaper suspension in four years:

► The Paris editions of the New York Times and the Herald Tribune-Washington Post were merged, eliminating the jobs of most of the Times's 110 Paris employes, not covered by Guild contract.

► The Long Island Star-Journal withdrew from the New York City Publishers' Association after indicating it might shut down if it did not receive automation concessions that the Typographical Union is prevented from giving association members under a "no-deviation" clause in its new contracts at the Times and News.

► The New York Guild pressed

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Former World Journal Tribune Guildsmen study job lists at Guild headquarters.

$275 Editorial Minimum Won At N.Y. Magazine

New York City—Increases of up to $55 in minimums have been won by the New York Guild in a two-year Scholastic Magazine contract that produces a $275 position minimum.

The settlement also provides for a fifth week's vacation after 20 years' service.

The largest increase, $45 retroactive to Feb. 16 and $10 next February, is in the top minimum for editor and production chief. It goes to $260 in the second year.

Formerly the top-paying category, it is succeeded by a new classification of associate editorial director, with a flat minimum of $265 the first year, $275 the second.

The contract provides for general increases of five percent the first year and three percent the second.

The top minimum for production assistants and photo researchers is increased $18 the first year

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Hawaii Guild Joins Printers' Strike Over Automation Firings, Pay Cuts

Hilo, Hawaii — Twenty-four Hawaii Guild members at the Hilo Tribune-Herald yesterday joined a Typographical Union strike that began four days earlier on the eve of automation-triggered discharges and pay cuts.

Pressmen, the only other union employes in the plant, are honoring picket lines and plan a strike vote, but the paper is publishing curtailed editions with the aid of strikebreakers, some of them flown in from the mainland.

The unions are pressing an advertising and circulation boycott that has eliminated 95 percent of local advertising and has jammed the paper's switchboard with delivery cancellations.

Other Hilo unions are contributing money and pickets.

The contracts of all three unions expired May 16. The company had set May 22 as the deadline for changeover to a cold-type production system, for which it had installed phototypesetting equipment and an offset press as well as an Associated Press wire that delivers hyphenated and justified Teletypesetter tape.

The company had announced that five of its 16 printers would be fired on that date. Of the remainder, it said, any who were deemed unqualified to operate the new equipment would be forced to choose between taking severance pay or a 60-day layoff without pay to learn the new processes.

Even those who passed a qualification test after that would have been placed in a lower classification and required to accept a pay cut of $1.26 from their previous $3.46-an-hour scale. In the mean-

(Continued on Page 7)

Toronto Scabs Were Paid $1,000 A Week, Says ITU

Ottawa, Ont.—Toronto newspapers paid professional strikebreakers $1,035 a week plus $15 a day in expenses at the start of the three-year-old Toronto printers' strike, the International Typographical Union told the Rand Royal Commission on Labor Disputes this month.

Nonprofessional strikebreakers were guaranteed six months' severance pay should the strike be settled, the ITU said.

An ITU brief submitted to the commission said the union had positive proof that 15 of the professional strikebreakers were imported from the United States, from as far away as California and Florida. Some, it said, had acted as strikebreakers in 15 different strikes.

The brief was presented May 10 by Allen Histed and Allan Heritage, ITU Canadian representatives. They indicated afterward that their information came

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LABOR ACCOLADE: ANG Executive Vice President William J. Farson, right, congratulates Dr. Albert B. Sabin, center, winner of the AFL-CIO's annual Murray-Green Award for service to humanity. AFL-CIO Vice President Joseph A. Beirne, president of the Communications Workers of America, presents the award at 12th annual AFL-CIO National Conference of Community Services in New York for Sabin's work in developing antipolio vaccine.

Columbus Gains $20 For Circulation Men

Columbus, Ohio—Wage increases of up to $20.25 over three years, a shorter work week and $2.25 in health insurance have been negotiated by the Columbus Guild for circulation employes at the Columbus Dispatch.

The top minimum for state roadmen and station operators is increased to $157.45 in three $6.75 steps, effective last Oct. 1 and the same date this year and next. The top for general office help is increased $7.45, $1.45 and $4.45, to $103.55, and that for secretaries $4.80 each year, to $111.60.

The work week will be reduced from 37½ hours to 36¼ the day before contract expiration. The Sunday differential for station operators and street-supply men is increased 50 cents, to $2.50, on Oct. 1, 1968, with a similar increase next Oct. 1 in the differential for special tours of duty.

The company's contribution to health insurance is increased from $1.15 a week to $3.40 to finance a new plan. The service requirement for a fourth week's vacation is reduced from 25 years to 20 starting in 1969.

Mileage payments and minimum guarantees are increased, with the allowance for roadmen going up in two steps from 9½ cents to 10½ Oct. 1 and the daily guarantee in three steps from $5.30 to $6.05 on Oct. 1, 1968. The allowance for station operators goes to a final figure of 11 cents Oct. 1, with payment for the first 80 miles going to $21.25 Oct. 1, 1968, up a total of $2.

The Guild's jurisdiction clause is improved, and a revised job-security clause calls for seniority in economic dismissals.

Yule Bonus Cut Rescinded By Board In Akron

The National Labor Relations Board this week ruled that the Akron Beacon Journal committed an unfair labor practice by unilaterally reducing its Christmas bonuses.

Upholding a trial examiner's decision, the board ordered the paper to compensate employes represented by the Pressmen's, Paper Handlers', International Mailers' and Teamsters' unions for reductions in the company's 1965 bonus and to bargain with the unions on any similar action in the future.

The Akron Guild, which did not participate in the labor-board action, has reached agreement in current bargaining to buy out the bonus by prorating it on salaries, on the basis of two weeks' pay at the rate prevailing last Jan. 1.

The company, which had paid the bonus at current wage rates for more than two decades, paid it at 1963-64 rates in 1965 and again last year. The craft unions filed NLRB charges; the Guild sought to invoke arbitration procedures but was blocked by court action.

Guild President Don Hawk said the local will expect the company to reimburse Guild employes for the reduction in view of the NLRB decision. The Guild has reserved its right to seek removal of the antiarbitration injunction if necessary.

The Typographical and Stereotypers' unions have a suit pending in Federal Court to recover the lost money, with interest. The case was to have been heard yesterday.

The company contended that the bonus was voluntary, but the board pointed out that it was so much a part of wages that a company representative once maintained in bargaining that wage comparisons with other cities should include it.

Times-Mirror's Expansion Move Hurt Small Dailies, Court Told

Los Angeles, Calif. — Four newspaper executives testified last week that the Los Angeles Times-Mirror Co.'s 1964 acquisition of two San Bernardino papers has damaged other Southern California dailies.

The Justice Department called the witnesses, officials of two small dailies between Los Angeles and San Bernardino and the president of a group of small papers on the fringe of the market area, to bolster its assertion that the Times-Mirror Co. violated the Sherman and Clayton antitrust acts by its San Bernardino purchase. It is seeking to undo the sale and bar any similar acquisitions.

The Times-Mirror's purchase of the San Bernardino Sun and Telegram ended a joint promotional compaign in which the San Bernardino dailies had joined with the Riverside Press and Enterprise to obtain national advertising for the Riverside-San Bernardino newspaper market in competition with metropolitan Los Angeles papers, according to Howard H. Hays, Jr., editor, and Rudolph Marcus, advertising manager of the Press and Enterprise.

James Jones, publisher of the Rialto Record, testified his paper had changed from a weekly to a daily in 1964 but was forced to revert to a weekly by intensified pressure from the Sun under its new ownership.

And Virgil Pinkley, operator of Associated Desert Newspapers and a former Times-Mirror executive, estimated that national advertising in medium and small newspapers in California "probably has dropped five to 15 percent" in each of the last seven years, some of it shifting to metropolitan papers.

The first Times-Mirror witness, Dr. Almarin Phillips of the economics faculty at the University of Pennsylvania, said he could find no evidence that the San Bernardino acquisition had tended toward a concentration of power.

The government contends that the 15-million-dollar San Bernardino purchase was a step in a six-year-old Times-Mirror program to acquire numerous nearby papers.

Ad Salesmen's Top Rises $20 At Ontario Weekly

Burlington, Ont.—The top minimum for advertising salesmen has been increased $20.80 under a new one-year contract between the Toronto Guild and the weekly Burlington Gazette.

The salesmen's top goes to $110. The top for reporters and photographers is increased $5, to $98.60, and that for clerks by $5.90, to $77.

The Guild also won a fourth week's vacation after 18 years' service.

Locals Urged To Protest Hayden Bill

ANG has urged locals and district councils to protest to their senators and representatives against pending legislation to exempt "failing newspapers" from federal antitrust laws.

Associate Director of Research and Information James M. Cesnik, in a letter to local and district-council presidents, urged both Guild bodies and their members to voice their opposition to Congress, particularly to members of the Senate Antitrust and Monopoly Subcommittee, which is expected to hold hearings on the bill next month.

ANG officers have protested to the committee that the measure, introduced by Sen. Carl Hayden, would accelerate the trend to newspaper monopoly and chain ownership (GR, May 12).

Cesnik suggested that Guild locals encourage other unions to join the protest, perhaps in cooperation with locals of the International Typographical Union, which is also opposing the bill.

'Right-To-Work' Fails In Illinois

Springfield, Ill.—An attempt to push a "right-to-work" law through the Illinois Legislature failed last week when the House's executive committee rejected the measure by 19 to 8.

Six Republicans joined 13 Democrats in voting against the bill in the House's most conservative committee. It had been steered there by "right-to-work" advocates who sought to keep it from the more liberal labor and industrial-affairs committee.

Decertification Challenged

Kingsport Fight Taken To Court

Three unions decertified in a representation election at the struck Kingsport (Tenn.) Press moved to set aside the election this month.

The Stereotypers', Pressmen's and Bookbinders' unions, on strike against the giant book-printing firm since March 1963, charged in the U.S. Court of Appeals for the District of Columbia that they had been denied due process of law in the April 5 election, in which few strikers were allowed to vote.

Management issued a statement after the election saying the strike was over, but the Allied Kingsport Press Unions declared it is still on and that labor's boycott of books produced in the plant will continue.

"We are still picketing," said officers of the Allied Unions. "We still depend on the boycott to bring Kingsport Press management back to the bargaining table with a decent settlement offer."

Ballots were counted April 28 after being impounded for three weeks by Federal Judge Leonard P. Walsh at the request of the unions, whose protest over the election had been rejected by the NLRB.

The tally showed rejection of the Stereotypers by 42 to 1, of the Pressmen by 282 to 26, and of the Bookbinders by 904 to 54. Almost all of those voting were strikebreakers.

The Typographical and Machinists' unions had been decertified in earlier elections.

"The unions won an NLRB election in 1964 and were certified again as the authorized bargaining agents," said John S. McLellan, chief counsel for the unions. "That authorization still stands unless the employer can demonstrate that he has a good-faith doubt of their majority."

McLellan said the NLRB had refused to hear arguments on the unions' contention that no such doubt existed. Even if the unions lose the legal battle and are ruled decertified, he added, they will retain the right to carry on informational picketing and a don't-buy campaign.

The plant has operated with strikebreakers since 1,700 employes struck four years ago.

Joint Organizing Urged In Ontario

Toronto, Ont.—The Ontario Federation of Printing Trades Unions this month urged affiliated locals to initiate co-operative organizing campaigns.

The resolution, introduced by the Bookbinders' Toronto local, urged the establishment of joint organizing committees to press the campaign in unorganized shops.

Jack Dobson, Toronto Guild local representative, was elected secretary-treasurer of the federation. He had held the position on an interim basis.

Toronto Guild delegates to the two-day session May 6 and 7 were Dobson, Michael McCabe and John Lowe. The Ottawa Guild was represented by Jeffrey Lay and Lizabeth Cadieux.

Guildsmen Aid Craft Strikers In California

Walnut Creek, Calif.—Members of the San Francisco-Oakland Guild are helping to man informational picket lines in a craft-union strike against the Contra Costa Times and Sun Newspapers.

Local President Rex Adkins, appealing on behalf of the Northern California Labor Unity Committee, urged Guildsmen to help the striking Typographical, Pressmen's and Stereotypers' unions, whose members have been replaced by professional strikebreakers recruited from as far away as England.

Publisher Dean S. Lesher, involved in a dispute with the unions since he took over the Contra Costa paper, recently added the Concord Transcript to his holdings, fired its 33 union employes and moved its operations to the struck Contra Costa plant here.

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Jodoin Agrees To Address Ottawa Convention



CLAUDE JODOIN

Claude Jodoin, president of the Canadian Labour Congress, has accepted an invitation to address the Guild's 1967 Convention in Ottawa July 24 through 28.

ANG Vice President Robert J. Rupert, president of the host Ottawa Guild, told the International Executive Board this week that Jodoin has agreed to speak, although he noted that Jodoin suffered a stroke last week.

The IEB wired the CLC leader its best wishes for a rapid recovery, expressing the hope he would be well in time for the convention.

Jodoin was admitted to an Ottawa hospital May 19 after being stricken in his office at CLC headquarters. The stroke, first reported as "mild," was later described as "major."

The million-member CLC is Canada's counterpart of the AFL-CIO, whose president, George Meany, addressed ANG's 1966 Convention in Washington.

Jodoin has been president of the CLC since it was formed in 1956 by the merger of the Trades and Labour Congress of Canada and the Canadian Congress of Labour.

Jodoin had been president of the Trades and Labour Congress, the older and larger of the two organizations, since 1954, when he was elected without opposition at 41 to become its youngest president and its first French-Canadian head in 45 years.

Earlier, he had served as an organizer for the TLC and the International Ladies' Garment Workers' Union in Montreal.

The IEB selected San Antonio's El Tropicano Hotel as the site for the 1969 Convention and set the dates as June 16 through 20.

(Later board actions will be reported in the next issue.)

$19 Increases, Security Won In Harrisburg

Harrisburg, Pa.—Increases of up to $19.75 in minimums plus a Guild shop for seven out of 10 new employes have been won by the Harrisburg Guild in a two-year contract at Newhouse's Patriot and News.

The reporter top minimum is increased $8 retroactive to Jan. 1 and $8.50 next Jan. 1, to $158.50. The top is reached after five years' experience instead of six.

The starting minimum rises a total of $19.75, to $101.

The top editors' differential over reporters is raised $3 for a total increase of $19.50, to $171.50. The differential for a second editors' group is increased $2, sending the minimum to $170.50.

The top minimum for telephone operators will rise $4 the first year and $4.50 the second, to $84.

The copy-desk differential is increased 50 cents, to $5 a week, the night differential 25 cents, to $1.25 a night, and the mileage allowance one cent, to nine.

In addition to obtaining a 70-percent Guild shop for new employes, the local won maintenance of membership for present members and those who join voluntarily hereafter.

A fourth week's vacation is added after 20 years' service.

The company must give the Guild three months' notice of new equipment and discuss its effect with the Guild. A new jurisdiction clause protects present work performed within Guild jurisdiction and additional work of the same nature.

Bay Area Pensions Go Up 82 Percent

San Francisco, Calif.—Pension improvements that will raise basic benefits by 82 percent have been negotiated under the San Francisco-Oakland Guild's city-wide retirement plan.

The improvements are being financed from an increase of more than 100 percent in employer contributions under the Guild's 1966 San Francisco and Oakland newspaper contracts.

In addition to the 82-percent increase in the basic benefit for those retiring after September 1965, the revised plan reduces the minimum retirement age from 65 to 60. The benefit for pensioners who retire before September 1965 is increased 10 percent.

Under the new plan, an employe retiring at 65 who formerly received $86 a month will receive approximately $156.

NLRB Rules 'Franchise Dealers' Are N.Y. Daily News Employes

The National Labor Relations Board has upheld a New York Guild claim that 58 franchise dealers distributing the New York Daily News are employes rather than independent contractors.

But the board denied the Guild's petition for certification as their bargaining representative, in view of a rival claim by the Newspaper and Mail Deliverers' Union.

Robert Keane, a New York Guild local representative, said the Guild will pursue its attempt to gain bargaining rights on behalf of the dealers by seeking a representation election.

The franchise-dealer system was established in 1965 for home-delivery routes in Brooklyn, Queens and Long Island in a step that has resulted in an $11,400,000 antitrust suit against the News by 53 independent route dealers who charge the arrangement constitutes an illegal boycott against them.

Last February the Guild filed a petition seeking clarification of its News unit by inclusion of the franchise dealers. But the Deliverers' Union, which represents News drivers, intervened, claiming the dealers should be included in its own unit.

The News contended that the dealers must be considered either independent contractors or supervisory employes, but the NLRB rejected both contentions.

Brushing aside the fact that "a written contract recites that the relationship is one of independent contractor," the board said the dealers "bear slight resemblance to the independent businessmen whose earnings are controlled by self-determined policies, personal investment and expenditures, and market conditions."

The dealers, it pointed out, "have no proprietary interest in their territories," have no say as to their papers' prices, are not allowed to handle other papers and may be terminated without notice.

As to the News's claim that the men are supervisors, the board pointed out that the only persons they supervise are carrier boys, who the paper concedes are not employes. Thus, it said the dealers are not supervisors within the meaning of the labor laws.

The board, in declining to certify either the Guild or the Deliverers as their bargaining representative, said there was no basis for choosing between the two unions, since the home-delivery operation "could properly be included in either of the existing units." It pointed out that home-delivery employes were represented by the Guild at two other metropolitan papers and by the Deliverers at the third.

Guild Aiming Suit At BNA

The Washington-Baltimore Guild is preparing to go into court to compel arbitration of the Bureau of National Affairs' refusal to pay accrued vacation money to eight employes who resigned during last year's seven-month Guild strike.

The company has declined to pay the money — owed from prior years—on the grounds that the eight violated the contract by quitting without two weeks' notice. They were on the picket lines when they resigned.

The company has demurred at submitting the case to arbitration despite a contractual requirement that it do so. The Guild is readying a suit under provisions of the Taft-Hartley Act.

Guild Wins Review Of Mundo Decision

The National Labor Relations Board has agreed to review a regional director's finding that 14 circulation dealers whom the Puerto Rico Guild is seeking to represent at El Mundo are independent contractors.

The Guild, in appealing the director's dismissal of its representation petition, said the director gave too much weight to the dealers' nominal status and not enough to the degree of control exerted by the paper over their activities.

El Mundo is San Juan's largest daily.

L.A. Guild Loses Hollywood Vote

Hollywood, Calif. — Outside circulation employes at the Hollywood Citizen-News and Valley Times voted 18 to 7 May 18 against a representation bid by the Los Angeles Guild.

The company, which had argued unsuccessfully before the National Labor Relations Board that the circulation employes were independent contractors, campaigned intensively against the Guild.

37 Awarded $15,000 By L. A. Arbiter

Los Angeles, Calif. — Thirty-seven district managers at Hearst's Los Angeles Herald-Examiner will receive close to $15,000 under an arbitrator's decision handed down this month.

Arbiter Frederic Meyers upheld the Los Angeles Guild's contention that the 37 were entitled to be paid at the regular rather than the substitute rate when they were promoted from drivers' jobs as part of a departmental reorganization last November.

The $10 salary differential for the 40-week period before they would otherwise have received the higher rate will put an extra $400 into the pockets of each employe.

In a related decision, however, Meyers rejected the Guild's contention that from 12 to 20 other drivers who agreed to take jobs as distributors under the reorganization could not be paid the lower distributors' minimum.

The dispute was precipitated by the institution of a pilot program under which the jobs of numerous drivers were eliminated, with some being offered higher-payroll district managers' positions and others lower-paying distributors' jobs.

On the first issue, the company contended that the new managers should be paid only at the substitute rate provided for employes taking the place of managers on vacation, leave of absence or sick leave until they accumulate nine months' experience. It based its argument on the fact that the appointments were temporary pending final determination of the number and boundaries of the new districts.

But Meyers said he could find no justification in the claim, stating that the contract language was "quite clear" in applying only to employes substituting for district managers. The employes involved "were not substituting at all," he said, but "were filling new positions," even though on a trial basis.

On the second issue, the arbitrator held that the company could pay drivers who took the distributors' jobs at the distributors minimum, less than the drivers rate.

In so ruling, the arbitrator held that a contract clause barring pay cuts did not apply.

Where The Dollars Are

Times Profit Up 82%, But Gannett Tops That

The New York Times has reported a record profit of $9,355,469 for 1966, up more than 82 percent from its 1965 net of $5,131,301.

And the Gannett Co., reporting its first 100-million-dollar revenue year, recorded net earnings of more than seven million, up 134 percent.

The Times reported a profit of $8,184,150 from operations, more than double the 1965 figure of $3,961,412. Dividends from the Spruce Falls Power and Paper Co., in which it owns a 42-percent share, were $1,171,319, up slightly from $1,169,889.

The Times's earnings are headed even higher this year, according to early indications. First-quarter profits were $2,550,000, up almost 35 percent from the same period last year. All of the gain reflected an increase in operating revenue.

The first-quarter report, which predated this month's suspension of the World Journal Tribune, said the reduction in New York's newspapers through last year's merger had substantially increased the Times's advertising and circulation volume.

First-quarter advertising volume was up 1,135,341 lines, to a total of 19,639,156, it was reported, while circulation for the six-month period ending March 31 averaged 870,163, a gain of 144,683, from a year earlier.

The Times's 1966 net from operations represented 4.73 percent on revenue of $172,920,301, compared to a rate of 2.82 percent the year before.

The company, which last week announced an agreement to purchase the Microfilming Corp. of America, plans a major capital investment to expand its printing and circulation capacity, according to the company's annual report. It spent four million dollars for that purpose last year.

The Gannett chain reported total revenue of $100,684,332, up from $89,823,113 in 1965. Profits were $7,020,105, compared with three million dollars in 1965. It paid out $970,161 in dividends.

Gannett's assets increased four million dollars during the year, to a total of $95,283,905.

Richmond Newspapers Inc., publisher of the Richmond Times-Dispatch and News-Leader, earned $1,297,000 before taxes in the first quarter, up slightly from $1,291,000 in the same period last year. But a tax increase resulting from elimination of the investment-tax credit resulted in a reduction in after-tax profits, from $496,843 to $436,276.

The Los Angeles Times-Mirror Co. reported first-quarter earnings of $3,220,790, compared with $3,620,532 in the first three months of 1966. The company announced plans to enter the consumer - magazine, book - club and audio-visual aid fields during the current year.

Cowles Communications reported a first-quarter loss of $138,000 as a result of capital investment. Gardner Cowles, chairman of the board, predicted second-quarter earnings will fall below last year's $1,877,000, declaring, "Our growth depresses current earnings but is laying the foundation for enlarged earnings in the future."

Cowles disclosed that the company has had to abandon plans to expand its publishing empire to Thailand because the Thai Government refused to transfer a publishing license for the Bangkok World.

Guild Moves To Curb Dummy L.I. Agencies

New York City — Charging that two Newhouse dailies have been circumventing contractual Guild-shop clauses by using the services of two dummy news agencies, the New York Guild has asked the National Labor Relations Board to include the agencies' employes in its bargaining units at the Long Island Press and Star-Journal.

Employes of the ABC News and Nassau Pics agencies, non-Guild members paid less than Guild wages, have been working out of the newsrooms of both papers, the Guild said in a petition May 3 to the NLRB's New York regional office.

Before being hired by the agencies, it noted, the employes serve trial periods on one or the other of the two papers.

The Guild also asked the board to exclude from the bargaining unit several employes whose interests it said lie with management.

It said the employes in question have acted as company representatives, assigned to act as "stooges" for management and to inform on Guild members who take militant positions on bargaining or grievances.

Buffalo Votes To Drop Unit At Niagara Falls

Buffalo, N.Y. — The Buffalo Guild voted this month to withdraw as bargaining agent for editorial employes at Gannett's Niagara Falls Gazette.

The local acted as a result of dwindling membership participation at the Gazette, where the Guild lost representation rights for other departments in 1963.

AMONG OURSELVES

Elsie Brager, vice president of the Sheboygan Guild, last month became the first woman ever elected to Sheboygan's Common Council.

Miss Brager, a display-advertising clerk at the Sheboygan Press, defeated an incumbent alderman in her first bid for elective office. Her campaign theme: "Put the woman's point of view and concern into city government."



Miss Brager

Miss Brager has served as Guild delegate to the Sheboygan County Labor Council and is secretary of the Press Publishing Co. Credit Union.

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Wire Service Guildsman **Stanley S. Scott,** New York reporter for United Press International, has been named assistant public-relations director of the National Association for the Advancement of Colored People. Scott's family owns the Atlanta Daily World and a chain of Negro weeklies in the South.

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Frank C. Pritchard, former president of the Pawtucket Guild, has been appointed public-affairs assistant at the Newport (R.I.) Naval Base. Pritchard, a reporter for the Pawtucket Times the past 17 years and an Army National Guard captain commanding the 110th Public Information Detachment at Providence for the past five, is the first civilian to hold the Newport post.

●

Keith Ozmore, former president of the Houston Guild, has been named legislative assistant to Rep. Bob Eckhardt, Houston Democrat. Ozmore helped organize the former Montgomery (Ala.) Guild and served as secretary of the Harris County Industrial Union Council in Houston. Eckhardt, an attorney, formerly represented the Houston Guild.

Elsewhere in the capital, former Memphis Guildsman **Charles A. Caldwell,** who has been information director for the Peace Corps and the Equal Employment Opportunity Commission, has been appointed to a post in the Labor Department—assistant director of information for labor-management relations.

LOCAL ELECTIONS

Bay City

President, Duane Honsowetz; vice president, Donald Chown; secretary, Ellen Kist; treasurer, Margaret Baker.

Buffalo

President, John R. Fleming, Jr.; vice president, Raymond C. Hill; secretary, Edmund J. Kelly; treasurer, Paul T. Covert.

Columbus

President, Clarence Middendorf; vice president, Sherman Etcwvitz; secretary, Joel Snyder; treasurer, James Segbers.

Denver

President, Jack H. Shannon; first vice president, Ralph Moore; second vice president, Donald Roach; secretary, Ralph Veatch; treasurer, Harold S. Heffron.

Twin Cities

President, Peter Vanderpoel; editorial vice president, Frank Wright (Wright, 219; Joseph McQuaid, 169); commercial vice president, William E. Anstett; secretary, George McCormick; treasurer, Frank Premack; executive secretary, John Carmichael.

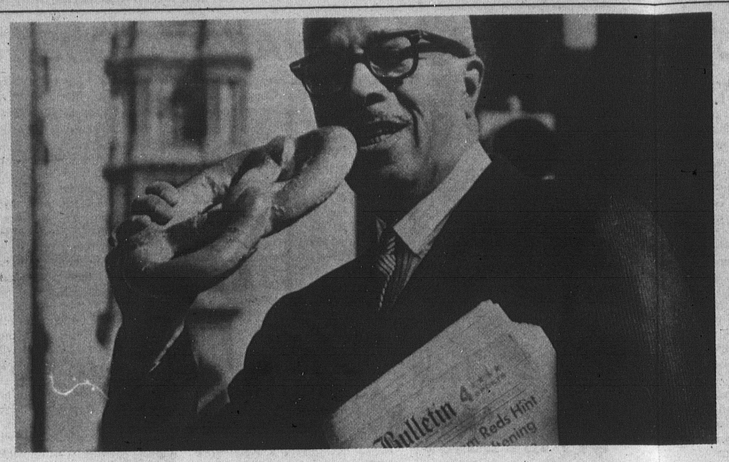
Midwest Chain Purchases 2 Coast Papers

Federated Publications has expanded into Washington with the purchase of two Puget Sound newspapers, the Bellingham Herald and the Olympia Daily Olympian.

The Herald has a circulation of 22,000 and the Olympian 18,000. Both are evening papers.

In addition to two Michigan papers under Guild contract, the Battle Creek Enquirer & News and the Lansing State Journal, Federated owns two papers in Indiana and one in Boise, Idaho.

In Virginia, a chain of eight suburban Washington weeklies acquired a year ago by the Gannett Co. and Sen. Harry F. Byrd, Jr., was sold last week to Globe Publishing Co. of Vienna, Va., which publishes seven weeklies in the same area. Employes of the chain, the Free Press Publishing Co., said they had received notice that this week's editions would be the last.



The Job Door OPENS

THE INTEREST of Negro and other minority-group youths in preparing for and seeking jobs in journalism is increasing—but at a slower pace than the interest of publishers in hiring them.

Relatively little is being done by employers or journalism schools to speed the growth of minority-group interest in journalism, however.

Newspaper publishers in particular are missing an opportunity to help solve their newsroom manning problems by failing to make a major effort to interest Negro youth in newspaper jobs. For proportionately twice as many minority-group journalism graduates take newspaper jobs as do all journalism graduates.

These are among the conclusions that emerge from responses to a survey of journalism schools made recently by ANG's Research and Information Department.

The survey sought information from 135 journalism schools and departments in the United States and four in Canada to help determine:

► Whether minority-group youths, especially Negroes, are aware of the opportunities in journalism.

► What efforts are being made to make them aware of these opportunities.

► Whether there is evidence that these young people are preparing to take advantage of the opportunities.

► The names and locations of some of the aspiring newspapermen (and women) who happen to be Negroes or members of other minority groups and are—or soon will be—in the job market.

Sixty-five of the 135 schools and departments of journalism contacted in the United States and three of the four polled in Canada responded to the survey questionnaire. The U.S. schools responding enroll more than half the nation's journalism students.

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THE SURVEY shows that more than 236 graduate and undergraduate students enrolled at the 65 schools and departments in the United States are members of minority groups. About 10 percent of them are graduate students.

The minority-group students make up about two percent of journalism majors at the 65 schools—considerably less than the proportion of nonwhite minority groups to the U. S. population as a whole, estimated at 12 percent by the U. S. Census Bureau. Negroes are the most numerous among minority-group students reported, accounting for more than 95 of the 236-plus. About 12 of the 95-plus were in graduate schools.

The Negroes reported make up less than 1 percent of journalism majors at the 65 reporting schools. The Census Bureau says 11.1 percent of the nation's population in 1966 was Negro.

Latin Americans were the second most numerous among the minority-group students reported. There were more than 65, three at the graduate-school level. Orientals ranked third, with more than 46 reported, nearly half in graduate schools, and American Indians ranked fifth, with seven students reported, all undergraduates.

Students from other minority groups (mostly nonwhite citizens of other nations) ranked fourth, with more than 23 reported. Nearly 80 percent of these students are in graduate schools.

The 236-plus minority-group students are enrolled at 53 of the 65 reporting schools. Seventeen of the 53 schools reporting the presence of journalism majors from minority groups said none of them are Negroes. Eighteen of the 53 reported Negro students, but none from any other minority group.

Thirteen of the schools apparently have minority-group students for the first time.

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THE RESPONSES show that demand by media employers for minority-group graduates outstrips the supply. They also indicate that while the interest of Negro youth in journalism opportunities has not increased as rapidly or widely as the doors to jobs have opened, their interest is increasing.

Forty-four of the 65 U. S. respondents said they have noticed "increased interest or the emergence of interest" in hiring members of minority groups, particularly Negroes, among recruiters for media employers. Thirty-six reported new or increased interest by the newspaper industry. Six reported it from magazines, six from advertising or public relations and 13 from radio and television.

"Newspapers now send recruiters for our minority-group graduates," one school reported. "They did not do so before 1964."

"Metropolitan papers are falling all over themselves to bid for our Negro graduates," reported another.

"We get plaintive calls begging us to recommend Negroes," said a third.

Another reported "standing requests" for minority-group graduates. "Most recruiters would hire them immediately if minority candidates were available," it added.

But several said there was still strong resistance.

"Downtown papers take our recommendations and suggestions on hiring pretty seriously, but I doubt that we could get a Negro a job here, even if he was a top hand. Prejudice would still stand pretty much in the way," said one school.

Core Questions

Searching questions directed at both the hiring of Negro newspapermen and civil-rights coverage were directed at the American Society of Newspaper Editors' Washington convention last month by Floyd B. McKissick, national director of the Congress of Racial Equality (CORE).

"How many of you have black men in executive or management positions?" he asked. "How many black cameramen do you have? Is your one black reporter assigned only to the civil-rights beat?

"When trouble breaks, is your first thought: How do I protect the good name of my town?"



Both the Washington Post and the Philadelphia Bulletin are not only employing Negro reporters but are featuring them in promotion ads. Above, a picture of Jesse Lewis interviewing a Negro artillery captain in Vietnam, used in a Post promotion ad; at left, a picture of municipal-affairs reporter Orrin Evans munching one of Philadelphia's distinctive pretzels, used in a Bulletin ad.

"Negro high-school teachers say there is still such limited employment opportunity in this area that almost none of their talented students plan careers in journalism," said another.

Sixteen of the 65 respondents reported "increased interest or the emergence of interest" in studying journalism among minority-group youths, particularly Negroes, in the past five years. Twenty-one reported more interest during the past two years.

Said one respondent: "One of the things that pleases me very much is that I can now look a Negro student in the eye and tell him that he does have a good prospect of obtaining professional employment after he completes our program."

Another respondent, reporting on the rarity of a Negro or other minority-group member enrolling at his school, wrote:

"The situation may be the result of the feeling on the part of minority-group members that newspapers won't hire them because of the outside contact work involved in reporting."

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ABOUT 45 percent of minority-group graduates went to newspapers (35 percent to newsrooms) 15 percent to teaching, 10 percent to government or political work, six percent into the armed services, six percent to magazines, eight percent to advertising or public relations, three percent to radio or TV, four percent to graduate school and three percent to miscellaneous jobs (including entertainment and missionary work).

While the Newspaper Fund's study of employment patterns among 1966 journalism graduates showed that 45 percent of all graduates went to work within the media, the ANG survey shows 62 percent of minority-group graduates taking media jobs and 45 percent going to work for newspapers.

Eleven of the 65 schools and departments reported they are "conducting or participating in" special programs or efforts to encourage minority-group youth to prepare for careers in journalism.

Included in these efforts are career days or workshops and student recruiting aimed primarily at minority youth and special financial-aid programs.

Twenty-two U. S. respondents listed the names of 43 minority-group students or recent graduates who are or will be candidates for newspaper jobs in the near future.

Two of the three Canadian respondents reported that most of their Negro students come from Africa and the West Indies. These students, most of whom intend to return home, are recruited and given financial aid by Canada's External Aid Department.

All three Canadian respondents reported recent minority-group graduates, one listing "maybe five" and the other two one each. Of these, three went to work in radio or TV, the rest for newspapers.

None of the Canadian respondents reported any increased interest in hiring minority-group members by employers.

None of the three Canadian respondents mentioned American Indians or Eskimos.

Computers And Cold Type

Automation Advances On 2 Fronts

Automation is moving ahead both in wire-service bureaus and in newspaper composing rooms as new techniques and hardware are introduced.

The Associated Press, in a massive overnight shift May 1, moved to simplify computer typesetting on member newspapers by transmitting copy on its main news wire in both capitals and lower-case letters, instead of all capitals.

Moving 10 percent faster, at 66 words a minute, the copy is edited to conform with the AP Stylebook and, AP said, will require less work on newspaper copy desks.

In addition, General Manager Wes Gallagher said at AP's annual meeting last month, the agency is experimenting with a new teletype system that will print copy at 150 words a minute.

As a result, Gallagher said, AP hopes to reduce by 50 percent the number of news employes handling copy in most bureaus.

United Press International said last month that it has doubled its computer capacity to process local copy for client papers in the New York area.

Copy transmitted by the paper will be hyphenated and justified, then retransmitted to the paper in the form of Teletypesetter tape for automatic linecasting. The service, tailored to each paper's column width and linecasting speed, can handle up to 1,100 lines per hour on each of 30 channels, UPI said.

UPI President Mims Thomason said in his annual report that an electronic addition to picture transmitter is in production that will allow pictures to be sent from one point to another by the dialing of a telephone number.

The company also will begin transmitting newsfilm electronically all over the United States via cable facilities of the new United Network.

High-speed photocomposition machines will largely supplant hot-metal processes in newspaper composing rooms by the end of the century, the New York Times reported early this year.

While metal typesetting "has gone as far as it can at a rate of about 10 characters a second under fully automated conditions," the Times said, "speeds of 10,000 a second are not unlikely within several years by use of photocomposition methods."

Harris-Intertype, long a major manufacturer of newspaper equipment, is expected to deliver next month the first of a new line of machines that will set 1,000 characters a second. In a 39-million-dollar deal last month the company merged with Radiation, Inc., an electronics firm, and said it will be able to provide even more advanced products for printing and publishing, as well as other industries.

New photocomposition units [illegible] by Fairchild, Photon, and Mergenthaler has installed what the Times called a "third-generation" photocomposition system, using television-like tubes, at the Government Printing Office in Washington.

Noting that such machines have so far found their greatest application in the production of telephone directories, parts catalogues and medical abstracts, the Times predicted that the daily newspaper "will be one of the strongest pockets of resistance" to the new process.

"A combination of tradition, capital investment in letter presses, labor considerations and the need for quick composition of news pages all make for the industry's recalcitrance," the Times said.

But other considerations favoring their introduction have been cited elsewhere.

"By 1970, well over half the newspaper operation will have computers geared to production," John W. Colburn, editor and publisher of the Wichita Eagle and Beacon, predicted early this year.

The reason was suggested by Vernon H. O'Quinn, general composing-room foreman of The Kingsport (Tenn.) News and Times at a Kentucky Press Association meeting.

"Newspapers must make money, and a lot of it, to continue operating," O'Quinn said. "And a means of making money, or rather saving money, is through the use of computers for typesetting."

Massachusetts Institute of Technology scientists are scanning new developments for their applicability to newspapers, MIT Prof. William Kehl reported to the annual American Newspaper Publishers Association convention in New York last month.

"We visualize the time, perhaps in 10 years," Kehl declared, "when a reporter at a remote console might type his story directly into the computer, the editor [illegible] at his desk at the computer to call him read the story, edit it, and it would be directly prepared for publication."

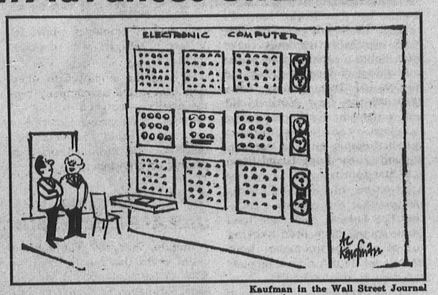
A leading exponent of newspaper automation, John H. Perry, Jr., of Florida's Perry Publications, Inc., has predicted what may be the ultimate in automation.

He foresees a system under which wire services will supply newpapers with tape "that would activate a photocomposer and completely lay out a newspaper, complete with proper play of stories according to value, with type sizes preselected and provisions made for artwork inertion.

This, he says, would "minimize human error and assure recognition of news values."

But Creed Black, managing editor of the Chicago Daily News, reminded the Kentucky group that men, not machines, make newspapers. And he added:

"The human mind is not only the best computer yet devised but the only one that can be mass-produced by unskilled labor."



Kaufman in the Wall Street Journal

"Its first job was to work out the details of the farewell party for everybody."

Perry's Appeal In Automation Firings Fails

New Orleans, La.—A Florida newspaper chain found guilty of using automation to break the Typographical Union must reinstate striking printers and fire strikebreakers hired to replace them.

The Fifth Circuit Court of Appeals has upheld a National Labor Relations Board order requiring Perry Publications to reinstate the strikers with back pay, rehire five printers fired for union activity and enter into good-faith bargaining at the Palm Beach Post-Times and Pensacola News Journal.

Printers have been on strike against the two companies since November 1963, three years after expiration of their contract.

The NLRB found that the Post-Times sought for two years to remove photocomposition and computer work from the Typographical Union's jurisdiction and that an "attempt to eliminate the union from the composing room was in fact an integral part" of its "plan to automate the newspaper."

Company attorneys said they will ask the court to reconsider and will appeal, if necessary, to the Supreme Court.

LABOR BEAT

"No one as yet has devised a way to ban strikes without also destroying collective bargaining," according to mediator Theodore W. Kheel.

Compulsory arbitration is the only alternative that has been offered, Kheel told the National Industrial Conference Board, and Congress has shown no inclination to embrace that course.

"Since there is no effective alternative to collective bargaining in a democratic society," he said, "why don't we concentrate more on trying to make it work better than to seek always to replace it?"

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STRIKES FEWER

Working time lost by strikes thus far in the 1960s is half that lost during the first seven years of the 1950s, according to the U.S. Labor Department.

Strike idleness amounted to only .16 percent of total working time during the 1960-66 period, compared with .32 percent for the same period of the '50s.

6 Weigh New N.Y. Daily; Tabloid Announced

(Continued from Page 1)

jobless by the World Journal's closing, the fourth group of New York newspaper employes to be left without a paper in four years.

► Editor & Publisher disclosed that former Tribune owner John Hay Whitney had forfeited his voting rights in the World Journal corporation by failing to meet deficit demands and did not participate in the shutdown decision.

► World Journal Publisher Matt Meyer said in an E&P interview that the paper's circulation had been at about the level expected and that advertising was gaining but that the paper closed down because of an unwillingness to invest further capital.

There seemed little question that a new paper would emerge to take the World Journal's place; the only question appeared to be whether there would be more than one.

Times Publisher Arthur Ochs Sulzberger told E&P that the company will decide soon on whether to enter the afternoon field, although publication would not begin until fall. A committee headed by Managing Editor Clifton Daniel is conducting an intensive study.

Val Palmer, business manager of the Daily News, said there was no indication when that company would reach a decision on the "complex question" of a new paper. Officers of the Pressmen's and Lithographers' and Photoengravers' unions reported that the News had approached the unions on "accommodating" it and that they had said they would.

Chalk, after meeting with Typographical Union President Bertinced of Powers' reasonableness and was "absolutely confident" that the printers' president would "listen to propositions that make sense" in connection with a new paper. Chalk said he might consider a guaranteed annual wage on the paper provided "not too many" printers were guaranteed it.

Time executives confirmed that they are taking "a long, hard look" at the prospects of establishing a New York paper that might become the base for a national daily but said a decision was still months off. They added that the paper would not be established for up to two years, in any case, since they would want to build a new plant rather than acquire an existing obsolete one.

E&P reported that a group including Nixon and writer Victor Lasky were studying the situation, and Newsweek reported this week that Hughes was also interested and had conferred with William Randolph Hearst, Jr., chairman of the Hearst Corp., on the prospects for publishing a new daily from a superautomated plant.

A source close to Hughes said a joint newspaper venture had been under discussion for a half year but did not specifically involve New York.

The tabloid announced by Matzner Publications will have 24 pages and resemble the old Daily Mirror, according to Frank Walosin, editor of Wayne Today. It will be printed in New Jersey and have an initial press run of half a million copies in four editions, he said.

Matzner reported that several former New York City editors are among those backing the new paper, which he said would try to obtain rights to the name of one of New York's defunct papers, most likely the World.

A different sort of paper was envisioned by Sulzberger, who indicated that any afternoon daily published by the Times would be in standard format with a "personality and appeal" distinct from that of the Times.

Sulzberger listed four principal problems: composing-room facilities, "concessions from the unions," the type of paper to be published, and "whether it would be a profitable venture."

Sulzberger denied a story in Women's Wear Daily that the Times and Washington Post had agreed to a joint venture in the New York afternoon field. The story was attributed to a Times source in Paris after merger of the Times's European edition was announced.

Sulzberger said the Paris merger had been under discussion for 2½ years and had nothing to do with the World Journal shutdown.

The Times, whose European edition had reportedly remained unprofitable despite recent gains in advertising and circulation, will have a one-third interest in the merged paper. The Herald Tribune and the Washington Post will share the remaining two thirds on a 55-45 percent basis.

The paper's name was changed to International Herald Tribune, with a line under the name plate noting its publication in conjunction with the Times and Post.

Four Tribune staffers reportedly quit when Times newsmen were hired at higher salaries.

Speaking on WABC's "Radio Press Conference" in New York, meanwhile, Kheel said that while unions "must recognize the inevitability of automation," newspapers "must recognize the problems created for those adversely affected."

Kheel said he foresaw "few difficulties" in settling the remainder of the city's newspaper contracts despite a logjam in talks between the Typographical Union and Newhouse's Long Island Star-Journal.

The Star-Journal withdrew from the Publishers' Association this week at the same time that Newhouse's Long Island Press reached agreement with the printers on a 21-percent wage increase and other terms negotiated previously at the Times and News.

Theodore Newhouse, associate publisher of both Long Island papers, had announced earlier that the Star-Journal was ready to pay the 21-percent wage increase but insisted on obtaining automation concessions going beyond those at the Times and News.

He asked the union to waive a provision calling for negotiations before automated equipment can be installed, to permit the unlimited use of outside wire-service tape without payment to the union's automation fund, and to eliminate a current training program for Teletypesetter operators.

Asked if the Star-Journal, the smaller of the two papers, might close down if it failed to obtain the concessions, Newhouse said "there is always the prospect if the bill is too high that it will be impractical to continue." The possibility, he said, is under "intensive study."

Powers said the union was prevented from granting the concessions by a clause in the Times and News contracts requiring that any more favorable terms granted to another member of the association be extended to the Times and News. He said the union would consider doing so if the Times and News agreed to drop the clause.

There was no statement from the Times or News, but on May 23 the Star-Journal quit the association, making itself eligible for more favorable terms.

Powers, who was re-elected local president by more than three to one last week, proposed a broad study of automation problems in the New York newspaper industry during the life of the three-year contracts now being negotiated.

Meyer conceded in his E&P interview that Powers had sought to eliminate the "no-deviation" clause at the start of current bargaining and that the World Journal and other publishers had refused.

Meyer said the clause, which would have made it impossible for the printers to grant economic concessions to the World Journal, was desired by the publishers to prevent the union from making "sweetheart contracts" with any single paper.

E&P quoted Powers as saying the union sought to eliminate the clause "so that we could be flexible in our approach to each paper" and as adding that Whitney "puts more money into his horses" than would have been needed to straighten out the World Journal's financial situation.

Meyer said the World Journal "did not go out of business for lack of assets but because of an unwillingness to commit further assets to an operation that has not been allowed to succeed."

Meyer said that "to the best of my knowledge" neither Hearst, Scripps-Howard nor Whitney intends to launch a new afternoon paper in New York.

The disclosure that Whitney had become a nonparticipating partner in the enterprise came in a behind-the-scenes story in E&P.

It said that Whitney, "disheartened by the scuttling of his Tribune and now disenchanted with the WJT, stopped meeting the calls from Meyer for his one-third share of the deficits."

Under a corporation-contract provision, Whitney lost his voting rights after refusing two calls for capital and was not even present at the meeting at which the decision to fold was made.

E&P said Hearst and Scripps "agreed on closing the papers and so notified Whitney, who thanked them for keeping him informed."

The Times, News and Post found their cups running over as a result of the shutdown. Both the Times and News said they have had to turn away advertising because of production limitations, and the Post increased its circulation from 400,000 to 650,000.

Both the Times and News said they were considering following in the Post's footsteps by raising their advertising rates. The Post began printing part of its overflow press run at the plant of Chalk's Spanish-language daily, El Diario-La Prensa, and was reportedly negotiating with the World Journal for additional presses.

The Guild's special employment office said it had 1,500 job offers for the 750 displaced World Journal employes, but many were from out of town or involved special requirements. Among them was one from a Wisconsin book publisher seeking a $50,000-a-year vice president.

Among other job-placement services in operation was one set up at the J. Walter Thompson Co.'s public-relations department by former Guildsman Robert Parrella, who lost his reporter's job when the Tribune was suspended last year.

The Guild executive board appointed Thomas J. Fay, chairman of the World Journal Unit, as a temporary local representative to handle severance-pay claims. Severance pay is being split, with the World Journal taking responsibility for pay accrued since the merger and its predecessor papers for premerger credits.



'EXPERIENCE?': John McKeon, right, New York Guild staff member, discusses job prospects with a displaced World Journal Tribune employe at the Guild's placement office. More than 1,500 job offers have been received, but many were from out of town.

De-Automation

New York City—The World Journal Tribune not only failed to invest in new equipment—it eliminated "whatever technical innovations had previously been made by its component newspapers," according to Harry Kelber, associate professor of social sciences at the New York Institute of Technology.

Kelber, in a letter to the New York Times, challenged World Journal Publisher Matt Meyer's charge that the unions prevented the paper from eliminating antiquated equipment. He said the World Journal discarded two World-Telegram & Sun photocomposition machines and rejected "as impractical" the use of wire-service tape for stock-market tables, reverting instead to "the archaic hand method."

Kelber, who is coauthor of a forthcoming book, "Union Printers and Automation," also questioned Meyer's statement that the paper was forced to hire 500 employes it didn't need. The printers "have always permitted a publisher to determine the size of his composing-room force." he said, adding that the World Journal "could have reduced its crew of printers within 48 hours . . . by posting a layoff notice."

Stereotypers Win 15-Minute Strike

Columbus, Ohio—A 15-minute Stereotypers' strike at the Columbus Dispatch and Citizen-Journal won a quick contract settlement last month.

Thirty stereotypers walked off the job and posted picket lines to resolve the last bargaining point in dispute: the length of a minimum guarantee for work on the sixth and seventh days of the week. The company quickly agreed to a minimum of 7½ hours.

The strike occurred in the middle of the day shift, when members of the Columbus Guild and other unions were already inside the plant. It ended before publication was affected.

Jobless Pay For Strikers

Trenton, N.J.—New Jersey last month became the third state to provide for unemployment-compensation payments to strikers.

Workers on strike six weeks or longer will receive jobless benefits under a bill signed by Gov. Richard J. Hughes minutes after it passed the Assembly by 32 to 21.

The measure was adopted after bitter debate that one Republican Assemblyman said "created industrial bad breath in New Jersey which will be smelled from coast to coast."

"This bill will supply the Listerine," countered New Jersey Industrial Union Council President Joel R. Jacobson of the North Jersey Guild.

Death In The Afternoon: Questions For An Inquest

Following are excerpts from a statement by New York Guild officers calling for an investigation of the World Journal Tribune closing and urging Hearst, Scripps-Howard and Whitney to find a formula under which one of the three could publish a new afternoon paper.

THE DEATH of the World Journal Tribune—sudden, unexplained, weird—cries out for investigation. Why? Why did the owners kill it, without warning, without notice, without showing in any way that they tried to save it? Twenty-six hundred people out of work with the posting of a note on the bulletin board!

"I will cherish the memory of our collective but unsuccessful effort to bring New York the kind of evening and Sunday newspaper we feel it deserved," it said. What about the fair treatment that those 2,600 employes deserved? What about the 700,000 readers? What about an explanation?

The unions did it, said World Journal Publisher Matt Meyer, with the increase they negotiated at the Daily News. "Totally impractical," he said, "under the circumstances."

Just what circumstances did Mr. Meyer mean? That's the subject for an investigation. What kind of circumstances could possibly justify the blotting out without warning of a daily newspaper, in total disregard of its employes and its readers? What kind of calculation is it that leads to the closing of a paper without testing whether the employes through their unions might be willing to help the paper survive?

These are proper questions for an inquiry—by a federal agency, by Congress, by the judiciary. There are several matters that need to be explained.

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FOR ONE thing, there was the silence on the part of the World Journal Tribune when the Daily News made its offer of seven, four and five percent. The WJT was a party to the negotiations through John J. Gaherin, president of the New York City Publishers' Association. But when the union rejected that offer and clearly was aiming for more, the WJT remained quiet. If a higher settlement was too much for the WJT to accept, that was the time to speak up. That was the time to tell Theodore W. Kheel, the chief mediator for all the managements and unions, that a pay raise formula any higher would be more than it could take.

For another thing, the WJT top management was telling its own supervisors as late as Thursday [May 4] that the paper was making progress. The advertising manager told his staff that the WJT was "pushing ahead," and a top circulation manager was told that some tightening of the belt would be necessary but that the paper "should be moving ahead." On Thursday circulation men were delivering supplements for the Sunday paper to the news handlers. There was no hint that the World Journal Tribune found the upcoming union settlements impossible to take.

Even on Friday—the fatal day—a communication was sent by the WJT and received by the Guild on Monday, May 8, giving notice to the Newspaper Guild of New York that the paper was calling back certain persons on the rehiring list; that is, *adding* to the staff. A company in its death throes does not hire additional employes. Why was the WJT in its last moments doing just that?

Any investigation should concentrate on the strange relationships among the three managements of this three-headed company—the differences, the disputes, the tensions, the pushing and pulling, the jealousies, the distrust. With the discord at the top, there were few clear decisions to guide the paper toward any common goal.

Not only was the product an odd mixture, with bits of the Trib here, splotches of the Journal-American there and streaks of the World-Telegram between them, the whole company was segregated into separate but equal power centers. Herald Tribune executives were in charge of advertising. Hearst editors ruled the editorial department. Scripps men dominated the business office. With so much energy spent in eyeing one another suspiciously, no wonder so little was left to exploit the rich resources of the evening newspaper field in New York. No wonder costly mistakes were made.

Take the nonsensical advertising ploy, for example. The advertising executives turned down large contracts for local advertising, particularly supermarket advertising, because they thought that by doing so they could encourage national advertising to come in. This in a day when more and more national advertising is going to television and magazines and the growth potential for newspapers is largely in local advertising. But the WJT executives misread what was so apparent. They concluded that the national advertisers thought the WJT was catering too much to local advertisers. Predictably, the nationals continued to stay away. And when the local supermarket and food advertisers were invited back, they said no.

How can a paper have character unless it has the kind of unified direction that comes from clear purpose?

In the business office there was chaos from the beginning. The company started operating on Sept. 12, 1966, without sufficient personnel to do the job. There were not enough payroll clerks, not enough bookkeepers, accountants or other clerical personnel. In the first five weeks, there wasn't a payday that wasn't missed or that wasn't late.

When some employes refused to go to work unless they were paid, cash withdrawals from the bank had to be authorized and the employes paid in cash rather than in the usual checks. And in most cases the payment was an advance on salary, the amount of which the office didn't know. Despite Univac operations, despite electronics, it was almost impossible to get ordinary information from the business office, because the business office itself didn't have it.

There were work stoppages, yes, but almost all were by employes who were protesting failure to meet a payroll. And none of the stoppages, by the way, were by Guild members.

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THE GUILD believes there is room in New York for a profitable, good, standard-sized afternoon daily. However, such a paper, to succeed, must have a single authority in charge, a single head.

The Times, in an article May 8, published a prediction that the population of the New York area will be in the vicinity of 30 million by the year 2000. That kind of population will have to have more newspapers than the three that are left now.

Many employers—and publishers in particular—when they fail are quick to blame the unions for their failures. Maybe this is something the publishers feel they owe to the American Newspaper Publishers Association or to business in general.

But the publishers are often at fault. The publishers do very little to improve the product they sell. The owners of every other business know they must improve their product or die. The publishers seem not to have learned that lesson.

A new newspaper need not die if it will pick up suggestions that have been thrown out during the present catastrophe. If it is a newspaper of crusading vigor, with news, that gives the people what they buy a newspaper for, it will survive.

$275 Editorial Top Won At Scholastic

(Continued from Page 1)

a job search for 750 members left and $3 the second, to $138, that for artists and assistant editors is raised $5 and $5, to $165, and that for editorial secretaries goes up the same amounts, to $114.

A number of new classifications are created, including those of art editor, managing editor and art director at respective top minimums of $197, $222 and $235 in the second year, and one of "Editorial Gal Friday," at a top of $114.

In addition to adding a fifth week's vacation, the contract reduces the service requirement for a fourth week from ten years to eight.

increases ranging up to $27.25.

The top for assistant art director as well as editors is increased $20, to $220; that for secretaries and editorial assistants. $20.25 and $7, to $130.75; that for stenographers and switchboard operators, $6.25 and $5.75, to $105.75; that for copy chiefs and accountants, a total of $25.85, to $153.50, and that for assistant copy chiefs and head bookkeeper, $26.90, to $143.15.

A night differential of eight percent for work between 6 p.m. and midnight and 10 percent for work between midnight and 7 a.m. is established.

In addition to improvements in major-medical coverage, the contract requires the establishment of a disability program under which employes will receive half their base salaries after 27 weeks of continuous disability—for life if injured accidentally and to age 65 if the disability is a result of sickness.

The Guild won the Friday after Thanksgiving as a 12th paid holiday and gained an increase in the severance-pay ceiling from 36 weeks to 40. Double severance will be paid in dismissals resulting from automation.

A joint pension-study committee will be set up to present a plan for consideration in the next contract negotiations.

The Guild withdrew an unfair-labor practice charge filed during negotiations when the company refused to furnish full payroll information.

$220 Top Is Negotiated At Scientific American

New York City—General increases ranging from $9.50 to $20 have been negotiated in a two-year contract between the New York Guild and Scientific American magazine.

The top minimum for editors goes to $220.

The Guild also won several fringe improvements, including a 12th holiday and a long-term disability plan paid for by the company.

Wage increases range from $10.25 retroactive to Dec. 1, 1966, and $9.75 next Dec. 1, for job categories with a top minimum of $200, to $5 and $4.50 for those with a top of $75.75. Upgradings will give some employes



DALE E. LARSON

Larson Leaves ANG For Post On 'Machinist'

Dale E. Larson, assistant editor of the Guild Reporter and assistant director of ANG's Research and Information Department, will leave May 29 to join the staff of the International Association of Machinists' publication, the Machinist.

Larson, a former vice president of the Lake Superior Guild, has held the dual ANG positions since 1963.

Larson served for eight years on the copy desk of the Duluth Herald and News-Tribune. Later he was editor of the Great Lakes Sailor, publication of the United Steelworkers' Marine Division.

Larson is a former secretary of the Federation of Guild Representatives, the union of ANG staff employes.

Toronto's Scab Scale Reported As $1,000

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from an informer inside an unidentified U.S. strikebreaking organization.

Histed said the Toronto Star, Telegram and Globe & Mail began training replacements for their printers six months before the strike began.

The ITU brief called for legislation to prohibit professional strikebreaking, outlaw strike insurance and abolish the use of antipicketing injunctions.

If professional strikebreakers were outlawed, the union said, a strike would become "a straight economic battle and a negotiated settlement would more quickly result."

The ITU said it opposed compulsory arbitration of labor disputes, declaring that such a solution "has only resulted in most instances in constant bitterness."

Histed and Heritage suggested that the law should regard a work stoppage as a lockout when it is precipitated by an employer's unilateral change in working conditions. It was such a change involving the use of punched tape prior to final union agreement that led to the Toronto stoppage.

Heritage disputed a contention by Commissioner Ivan C. Rand that a 40-year ITU member who crossed picket lines had been subjected to abuse that "was appropriate 75 years ago" but "is totally inappropriate today."

"It is still appropriate," replied Heritage.

Guild Joins Hawaii Strike

(Continued from Page 1)

time, management said, the paper would employ anyone it pleased in their places.

The printers struck when the company refused to budge on its unilateral job and pay cuts.

The company had halted a sketchy training program two weeks before the new equipment went into use and brought in new employes, as well as security guards. At least five strikebreakers arrived by air the day after the strike began.

Guild members joined the printers' picket line even before voting unanimously four days later to strike in their own behalf. Both unions have agreed not to return to work until both reach settlements.

No Guild bargaining sessions have been held since the contract expiration date, when the Guild rejected a company proposal of three-percent wage increases in each of three years and the company rejected a Guild proposal that the contract be extended while negotiations continued.

The printers' union met with the company May 22 but without result.

Editorial

'Senseless Suicide'

It is inconceivable that the New York World Journal Tribune, given adequate plant, financing and management, could not have survived—and prospered—as the only standard-size metropolitan afternoon newspaper in a city of eight million people.

It is equally inconceivable that another newspaper will not be successfully established in its place. Smaller cities than New York —Washington, Boston, Philadelphia, Chicago—support two afternoon newspapers.

World Journal Publisher Matt Meyer, in attempting to find other shoulders on which to place the blame for the World Journal's failure, cited wages and other labor costs. But the tabloid New York Post, paying the same wage rates and operating under similar contract conditions in the afternoon field, has been publishing at a consistent profit, ranging up to two million dollars a year. The Times and News, competing with each other in the morning field, have been doing even better.

Meyer would like it believed that the printers' $32 three-year settlement at the News was the straw that broke the World Journal's back. If so, it was a fragile back.

The printers' settlement, which is expected to set a pattern for other unions, can hardly be considered excessive. It averages under $11 a year, less than the key top-minimum increase in more than a dozen major Guild settlements in other cities in the past year.

Back in 1950 New York printers—like the New York Guild—enjoyed the highest rate of any city where the Guild had a contract. Neither held that position when current bargaining began, with the printers' $151.85 trailing such cities as Gary, Ind., and Pontiac, Mich.

In any case, Meyer's complaint falls strangely from the lips of a publisher who not only never sounded out the printers on the possibility of a lesser settlement but who joined the city's other publishers in rejecting the union's proposed elimination of a "no-deviation" clause prohibiting the granting of more favorable terms to one paper than another.

As Meyer himself admitted in an interview with Editor & Publisher, the World Journal's circulation was about at the level anticipated, its advertising was gaining ground and there was no lack of financing available—if only the owners chose to make use of it. They didn't.

They gave up too soon.

It takes a lot of time and a lot of money to start a new newspaper, even under the best of circumstances. The World Journal Tribune's owners were apparently unwilling to make a sufficient [illegible] As mediator Theodore W. Kheel put it, you can't operate a paper in New York City on "a piggy-bank budget." Neither can you succeed in the newspaper business without really trying for more than eight short months.

In retrospect, it is clear that the World Journal's end was foreshadowed at its beginning. The paper was the product of an unnatural marriage in which two publishers interested in printing an afternoon paper combined with one interested in printing a morning paper to bring forth a hybrid that incorporated more of the vices than the virtues of its predecessors.

Hearst and Scripps-Howard didn't want the World Journal to publish a morning paper in the first place. But when the Tribune went, publisher John Hay Whitney's interest in the World Journal went with it. He refused to advance his share of the money necessary to keep the paper going, and it followed the Tribune into the void.

It was, as a New York Guild official put it, "a senseless suicide."

The Guild Reporter

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

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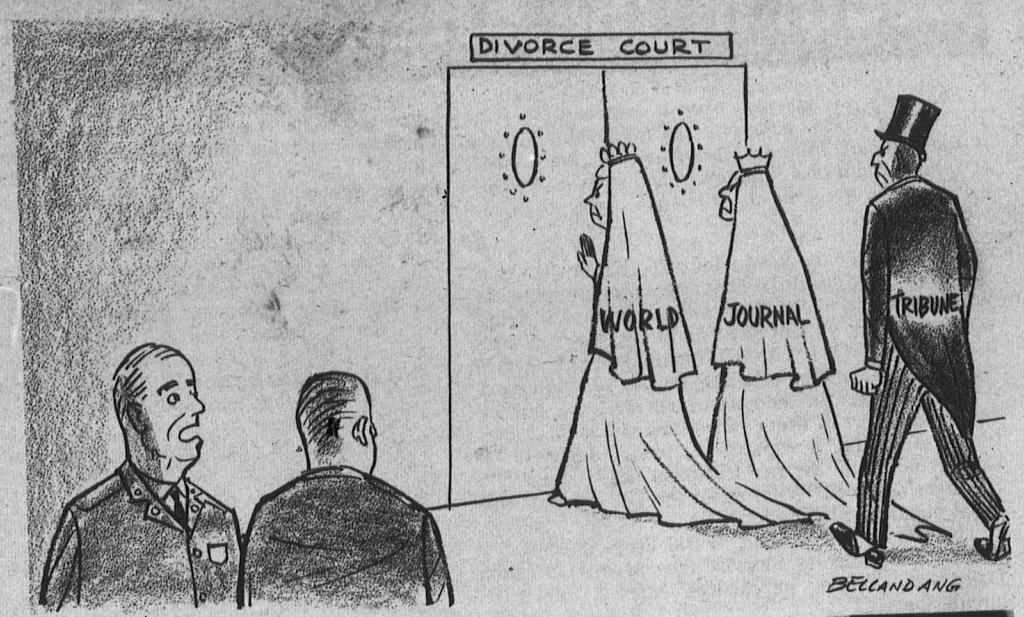
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'I Had A Feeling That Marriage Wouldn't Last'



DATELINE: WASHINGTON

Johnson Trims Sails To Meet Congressional Winds



By WILLARD SHELTON, *Washington Guild*

You can get a variety of opinions about the possible effects of George Wallace's prospective third-party presidential candidacy on President Johnson's re-election chances. They range from the theory that Wallace will fatally damage Republicans in the South to the opposite theory that he will fatally damage Johnson by depriving him of normally Democ[illegible] "working-class" votes of people bothered by crime in the streets, civil-rights demonstrations and beatnik roars.

In this corner there is a different theory: that it is far too early for dogmatic prognostications about an election that will not be held until November 1968, and that Johnson, whatever else may be said, is maintaining a relaxed and easy-going position that leaves him with many options open.

The President's approach to Congress is one evidence. He fights on big things that matter, but it is perfectly clear that he has read the election returns from 1966 and is under no illusion that the 90th Congress can be coerced, charmed or wheedled into passing great quantities of Administration legislation matching that of the 89th.

He dropped his proposal for a merger of the Commerce and Labor Departments when it became clear he couldn't get it through. He gave pro-forma support to the half-baked effort by Sen. Russell B. Long of Louisiana to provide campaign subsidies, out of tax funds, to the Democratic and Republican presidential joustings—but it was pro forma and nothing more.

There is a District of Columbia governmental reorganization proposal that Johnson wants to handle by executive order, but he carefully tested the congressional winds in advance and drew back, at least temporarily.

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The bigger things are something else. He hit publicly and hard at Minnesota Rep. Albert H. Quie's amendments to the school-aid law of 1965, denouncing them as a threat to reopen a church-state issue carefully skirted when the bill was passed and an effort to take money away from the schools of the urban ghettos and channel it to the prosperous suburbs.

His attack forced amendments to Quie's original proposal before it reached the House floor and could be counted on to force additional amendments if and when it ever reaches the Senate.

The President was able to get appropriations for his demonstration-cities plan. He failed in the House on rent subsidies, but there appears to be a better-than-even chance that the Senate will put them back in an appropriations bill and at least force the issue to conference committee.

All in all, Johnson must be credited with obtaining an almost surprising amount of money from the House for what are loosely described as Great Society programs—and the voting on money bills, of course, is the key to what Congress really thinks, what its mood is, whether it wants to dismantle programs or extend them.

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There will not be in this Congress—not this year or next—any of the innovative measures such as school aid, Medicare, anti-poverty programs and additional civil-rights legislation that distinguished the first three years of the Johnson Administration as a creative period.

The point is that the President obviously recognizes it and is very carefully avoiding quixotic forays.

He is dealing with a Congress in which the philosophical division in the House is so close—187 Republicans plus potentially 80-odd Southern Democrats—that the Administration cannot, realistically, be said to have effective control.

It is the kind of Congress with which the country is wholly familiar, because it is the kind we have had ever since 1938, with the single exception of the 89th.

Any President with common sense knows that, facing such a lineup in the House, he can win a roll call in only one of two ways: by subtracting enough Republicans from the GOP doctrinal line or by persuading some 30 Southern Democrats to vote with the Administration instead of against it.

Michigan Rep. Gerald R. Ford, Jr., the GOP floor leader, says that the old conservative coalition of Republicans and Southern Democrats is dead and buried. But of course it isn't. At most, it is dormant, at least on most issues that thus far have arisen. On the rent-subsidy vote it flared into full life again.

Johnson, as this observer sees it, is therefore holding defensive ground with a substantial effectiveness and carefully avoiding new sorties that could bring him merely an unending succession of defeats. If this is not the conduct of a President keeping his options open for a new campaign, we need a new definition.

He doesn't know—and neither does anyone else—who the Republican nominee will be next year, or how the issues will develop, or precisely the degree of mischief George Wallace can generate, or which party and candidate the mischief might damage most seriously.

And without deprecating the political acumen of George Wallace, which is considerable, the guess here is that neither does Wallace.

Rivett, Albany Guild President, Resigns For $19,000 PR Post

Albany, N.Y.—Francis S. (Doc) Rivett, many-time president of the Albany Guild, has resigned from that office to accept a $19,120 position with the State of New York.



Rivett

Rivett, 48, who has been active in the Guild for more than 20 years, assumed new duties April 20 as public-relations officer in the State Department of Audit and Control.

Since joining the editorial staff of the Times-Union in 1943, Rivett has served four times as local president for one or two terms. From 1952 to 1955, he served as contracts analyst for ANG.

He is succeeded as Guild president by Frank Jaquinto, former first vice president and a member of the Knickerbocker News Circulation Department.