

Pittsburgh Wins \$46, Baltimore \$37 To Hit \$200 Top Minimum

Rates Raised By Up To \$63 At Sunpapers

Baltimore, Md.—A \$37.60 increase over three years, raising the reporter top minimum to \$200, was won by the Washington-Baltimore Guild at the Baltimore Sunpapers June 4 in an 18½-hour bargaining session as a strike deadline neared.

The settlement, providing the largest increase in key minimums ever negotiated by the Washington-Baltimore Local, includes increases as high as \$63.50 in some other minimums, a \$20 general increase and a number of other gains, including an increase in company hospitalization payments to finance improved coverage.

The unit, which conducted a 47-day strike at the Sunpapers two years ago, had voted unanimously to authorize strike action June 4—the contract-expiration date—if no settlement was reached. Strike headquarters had been set up, picket signs printed and strike-paper machinery set in readiness.

The strike vote followed a bargaining session at which the company offered increases totalling nine percent over two years. The \$37.60 increase finally won amounts to more than 23 percent.

The settlement was ratified by a 145-to-55 vote three hours after it was reached at a unit meeting called in advance to either accept the company's last offer or proceed with strike action. Small cards bearing the legend "June 4th" had been distributed throughout the Sunpapers plant as the deadline neared.

The top for copy readers and rewrite men will be increased by \$38.60, to \$205, as a result of an increase in the old \$4 differential with reporters to \$5. Position minimums for a group including slot men and desk men will go up \$37.60, to \$210, and those for a second group, including editorial writers, will go up similarly, to \$220.

Reclassifications will result in a \$63.60 increase, to \$165.50, in the top minimum for principal ad-make-up man; \$30.50, to \$165.50, in the top for commercial artists and photographers, and \$26, to \$180, in that for display salesmen.

The reporter top will go to \$200 by a series of four \$6 increases at six-month intervals, a \$5.60 increase June 4, 1969, and a final \$8 Jan. 1, 1970. The reporter starting minimum will go up \$20, to \$114.65.

Four general increases of \$3 and two of \$4 will come at the

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Election At Yonkers Daily Won By New York Guild

Yonkers, N. Y.—The New York Guild won its first foothold at Gannett's Yonkers Herald-Statesman May 26, emerging victorious in a representation election among circulation employees.

The Guild won an 18-to-17 victory in the National Labor Relations Board vote despite an intensive management campaign that included "captive-audience" meetings, letters to employees and strong pressure on junior district

advisors, all teen-age boys. The Guild is the first union to gain representation rights at the Yonkers daily. None of the mechanical departments is organized.

The organizing drive was conducted by International Representative Edna Berger and Harry Fisdell, a special organizer for the New York Local. The new unit is the first to be won in an organizing drive launched by the local early this year.

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Bargaining Emphasis, Raise In Per Capitas Urged By IEB

Describing bargaining gains in the past year as spectacular, the International Executive Board has recommended that ANG give "even greater priority" to bargaining in the coming year and marshal all the Guild's resources to achieve better contracts, especially higher wages.

The IEB, in its report to the Guild's 1967 Convention, said that for the third straight year Guild locals have broken all previous records for wage increases since the 1946-47 catch-up round following removal of wartime wage controls. The average two-year increase in wages and fringes at the top reporter level rose to \$17.55, \$5.68 higher than the previous year, it reported.

But, the board emphasized, "We've only made a beginning—and a small one at that—toward the pay newspaper employees deserve. Our emphasis on money gains must be intensified."

The IEB recommended that the Guild's national wage goal for experienced employees in key classifications be increased from \$292 to \$314 to compensate for increases in productivity and the cost of living during the past year. It recommended that wage goals for beginners in these classifications and experienced employees in other adult classifications be raised from \$146 to \$157.

While noting that declining Guild membership cannot be ignored, the board said ANG has neither the money nor manpower to launch a major organizing effort at this time.

"To find the necessary funds we would have to abandon a collective bargaining program which has enjoyed undeniably spectacular success and which is just now reaching maturity," the officers declared.

"To downgrade the collective bargaining program at this time," they said, "would be an irresponsible waste of years of effort and many thousands of dollars."

Meanwhile, the IEB recom-

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mended that during the coming year ANG develop a formal, permanent staff-training program to facilitate the recruitment of new international representatives and provide a continuing source of qualified field-staff replacements.

The IEB adopted its annual Officers' Report at its spring meeting in Washington May 22 through 26 for submission to the 1967 Convention in Ottawa July 24 through 28. The Officers' Report, which contains a summary of Guild activities for the fiscal year ended April 30, includes 10 pages of text and charts on Guild wages.

"If fiscal '67 showed one single fact," the IEB said in the bargaining section of its report, "it was that there is growing membership acceptance of the simple idea that

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The International Executive Board has recommended that local per-capita payments to ANG be increased 15 cents, effective Aug. 1, to enable the Guild to restore its field staff to full strength and maintain essential services to locals.

Without a per-capita increase, the IEB said in its report to next month's convention, the Guild will face a "massive" deficit in its General Fund operations for the second consecutive year, largely as the result of a loss in membership through newspaper mergers and suspensions.

Despite the General Fund deficit, however, the Guild's overall financial position, including the International Defense Fund, was at an all-time high of \$1,293,294 as of the close of the fiscal year April 30, the board reported. The Defense Fund stood at a record \$1,312,906, up \$571,096 over the previous year despite disbursements of \$1,145,490 during the year.

The IEB voted 11 to 4 to recommend the per-capita increase, all of which would go to the General Fund. The increase would

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\$30 Increases Mark Pact At Post-Gazette

Pittsburgh, Pa.—A \$46 increase to \$200 in the reporter top minimum has been won by the Pittsburgh Guild in a 33-month contract at the Pittsburgh Post-Gazette.

The annual average increase of \$16.73 in the editorial-only contract is the largest key-minimum increase in any Guild settlement in two decades.

The settlement, which provides for general increases ranging from \$18 to \$30 and numerous fringe gains, was won after a strike vote and rejection of an offer that would have required three years for the same top-minimum increase, provided no fringe improvements and given less money in lower classifications and stepups.

Local President Nick Wallace, estimating the cost of the package as \$300,000, termed it the best settlement in the local's 32-year history, comparing it to a \$52,000 package in the last two-year Post-Gazette contract. He estimated that \$40,000 was added to the package after the Guild broke off talks May 5.

The annual average increase in the reporter top minimum is \$2.73 higher than the largest previous increase of \$14, won earlier this year in Boston and Chicago. Thirty-one dollars of the money comes by the contract's first anniversary date next April 1.

The increase from \$154 is a gain of almost 30 percent.

The reporter starting minimum is raised \$40, to \$122, and special stepup increases will give reporters at the fourth-year level \$23 increases retroactive to April 1 and another \$31 by October 1969 for

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3 Hawaii Unions Publish Shopper

Hilo, Hawaii — The Hawaii Guild and two other unions this week published the second edition of an interim shopper and began daily 15-minute radio newscasts as they pressed a 20-day-old strike against the Hawaii Tribune-Herald.

There were no negotiations scheduled for any of the unions—the 24-member Hilo Guild unit, the 18-member Typographical Union chapel, or the nine-member Pressmen's group, which joined the strike May 27.

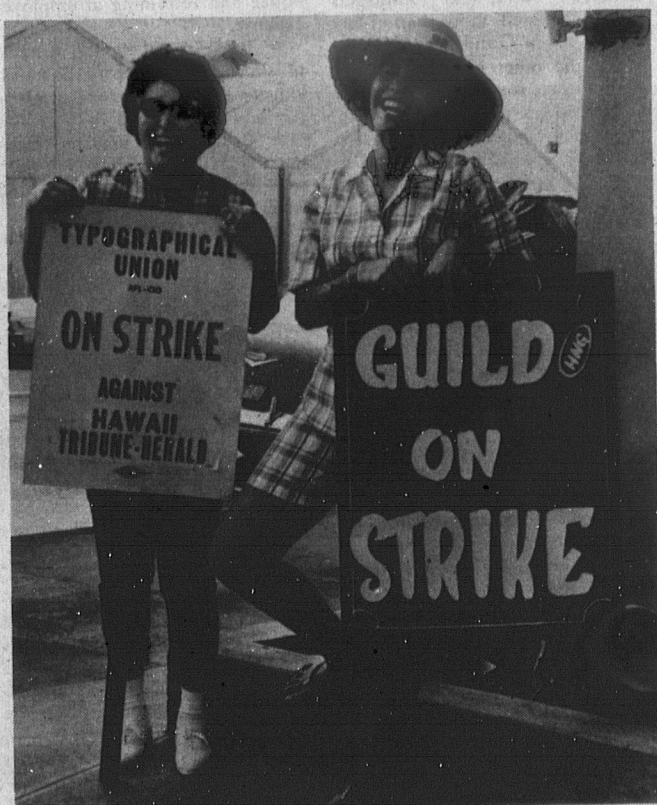
There have been no talks since the printers met briefly with management May 22, the day after the strike began.

The three unions began the free-circulation Hilo Shopper after an estimated 95 percent of Hilo's merchant's responded to the unions' call for cancellation of advertising in the Tribune-Herald, which has continued publishing with supervisory employees and strikebreakers, many of them imported from the mainland.

The unions' radio newscast, at 5 p.m. on Hilo Station KPUA, began May 6, with two Guild members serving as editors and a third as the broadcaster.

The first edition of the shopper, which is printed in Honolulu and flown to Hilo, was planned for 16 pages. But so many ads poured in it was increased to 20; 15,000

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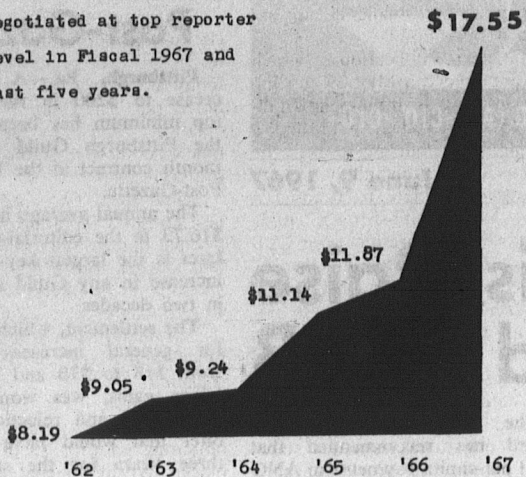


MERRY MOMENT: Ruth Fukushima, left, and Dianna Paulo take time out for relaxation on the picket line at the Hawaii Tribune-Herald, where Guild members, printers and pressmen have been on strike for three weeks.

COLLECTIVE BARGAINING

UP! UP! UP!

Average two-year increase negotiated at top reporter level in Fiscal 1967 and past five years.



GUILD SETTLEMENTS WERE BIG AND RECORD-MAKING IN FISCAL 1967...but they're only a small beginning toward the pay newspaper employees deserve!

AND MORE TO COME: Graph from the Collective Bargaining Section of 1967 ANG Officers' Report shows how Guild wage-fringe gains have risen in five years. Excerpts from the report section detailing 1966-67 gains will appear in the next issue of the Guild Reporter.

Board Report Urges Bargaining Priority

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newspapermen are indeed worth more than their rich industry has been paying them."

At the same time, it pointed out, "erosion of their salaries and minimums by inflation has accelerated from a creep to a gallop."

The board noted that, while the Guild had made great wage gains during the year, it has "paid the price of granting, in numerous cases, long-term (more than two-year) contracts to get them." Nineteen three-year contracts were negotiated, more than in any other year in Guild history.

On the other hand, the board pointed out, some locals—notably Cleveland and Chicago—succeeded in negotiating key top minimums of \$200 or more without paying the price of a three-year contract.

In other bargaining recommendations to the convention, the

IEB called for continued efforts to:

- Build interunion co-operation.
- Establish wage parity for outside classified salesmen and circulation district managers with other key classifications and end pay discrimination against women.
- Achieve adequate jurisdiction clauses, including protection against contracting out work and job fragmentation.
- Achieve a ban on automation dismissals, plus automation notice and retraining at employer expense.
- Bring members the benefits of shorter hours, more holidays, longer vacations, greater severance pay and better pensions.
- Bring local pension plans under ANG's Commingled Pension Trust for higher return and lower cost.
- Obtain full payroll data without restriction on its use.

'Mask For Injustice'

IEB Sees Peril In Moves To Curb Crime News

Abridgment of the press's freedom to report and comment on crime news is "neither constitutional nor desirable," the International Executive Board said last month.

Such action "is as likely to provide a mask for injustice as a guarantee of equity," the board said in a resolution adopted for submission to next month's convention.

"For all its occasional excesses," it declared, "an independent press is less a threat to fair trial than a safeguard against miscarriage of justice."

The resolution calls upon both the "legal branch" and the press to put their individual houses in

order and accept their individual responsibilities, thus insuring both press freedom and fair trial.

The constitutional guarantees of free press and fair trial are not conflicting but complementary, the resolution declares.

The Guild "long has been concerned," it says, "that the North American press . . . sometimes has abused its constitutional freedoms and ignored its responsibilities, to the detriment, if not the destruction, of a fair trial."

The resolution cited the Guild's 33-year-old Code of Ethics declaration that "newspapermen should presume persons accused of crime . . . innocent until they are convicted, as is the case under law."

Financial Crisis Seen Limiting Guild Organizing Possibilities

Rational study of Guild organizing—long-range plans as well as immediate needs—must recognize the impact of an increasingly monopolistic industry upon Guild resources, the International Executive Board declares in its report to next month's convention.

The IEB said the Guild's organizing activities must be integrated into the union's over-all program and "be within the framework of the possible—in money and manpower."

Noting that dues-paying membership as of April 1 stood at 31,026, 518 fewer than the year before, the board said that the decline in membership "cannot be permitted to continue, and it cannot be ignored."

"But the current crisis in our treasury must, for the coming year at least, determine our course," it emphasized. "It will cost money, a lot of money, to launch a major organizing effort at this time. The money simply is not there."

The board said that suggestions that ANG appoint a full-time director of organizing and hire a number of extra organizers have merit but are "financially unfeasible now."

To find the necessary funds, the board said, ANG would have to abandon its highly successful bargaining program prematurely. "The Organizing Report cannot recommend such an action," it declared.

Since 1960, the IEB reported, 4,300 Guild jobs have been lost in newspaper combinations and suspensions—not including the recent closing of the New York World Journal Tribune which resulted in the loss of another 750 Guild jobs. In the same period, Guild membership increased by 329 members.

"The arithmetic is plain," the board said. "Under today's conditions 4,629 new members signed up in an organizing campaign bring a long-range net gain of 329. The rate of attrition is 14-1."

The IEB said, however, that the fact that bargaining must take priority over organizing this year "should not discourage the Guild from planning a dynamic organizing campaign in the near future."

Declaring that locals can play the leading role in preparing the way, the IEB called on them to begin "spade work" now and "when the day for organizing emphasis comes, be ready to contact ANG with immediate, already evaluated organizing possibilities."

Meanwhile, the board recom-

mended continued utilization of the "impetus from wage gains as a stimulus to organizing," especially on medium-size non-Guild papers in areas where the Guild has won major wage breakthroughs.

The officers reported that the proposed budget again provides for ten international representatives, three more than the present complement, and that the board contemplates "recruitment of young, enthusiastic, dedicated workers and establishing a training program for them."

"It is the hope of the officers that this will be the start for a reservoir of staff people capable of coping with all of the varied jobs we encounter and fluid enough to be freed for any necessary service," the officers said.

In the past fiscal year, the board reported, representation

elections or labor-board certifications were won for new groups at eight papers, one wire service and three Puerto Rican radio stations.

Noting that time and manpower devoted to unsuccessful organizing efforts are not reflected in membership statistics, the board said "many of these spots may be nurtured as a reservoir of Guild interest to which we can return in future years."

The IEB recommended that the "proven formula" of using local members and staff on organizing projects be continued, that participation in organizing projects with other unions be encouraged and continued and that organizing priority continue to be given to free riders, unorganized departments, unorganized shops in Guild cities and new locals, in that order.

Staff-Training Program Recommended By IEB

Development of a formal, continuing training program for new ANG international representatives is being recommended to next month's convention by the International Executive Board.

Noting that it is increasingly difficult to recruit fully experienced persons for IR jobs, the IEB said, "If we are to expand the field staff and provide a source of replacements, we must be prepared to hire less-experienced persons and train them on the job."

Such a program is "one of the most pressing" Guild needs, the board said in its annual report. It recommended that the ANG's regional-institute series be suspended this year and that instead the Research and Information Department develop a formal, permanent staff-training program.

"Where special bargaining situations indicate the need for bargaining seminars during the coming year, the Guild will undertake to provide them," the IEB said, "but the officers believe that our established program for training local Guild members must yield this year to the development of a parallel program for training new international staff."

Under the proposed program, new IRs would receive initial instruction at ANG headquarters, followed by a period of on-the-job training in the field under the supervision of an experienced IR and possibly attendance at other union or university labor courses.

Materials developed for the program would be made available for local use, as well.

"The dollar cost of the program would be minimal," the IEB emphasized. "The real investment required is one of time. This, the officers believe, is a small enough investment to make."

The board said its decision—as an economy measure—not to fill a recently created vacancy in the dual job of assistant R&I director and assistant Guild Reporter-editor this year will necessarily mean a reduction in the R&I Department's other activities, "with priority being given to basic internal-union needs."

Noting that full zipcoding of the Guild Reporter mailing list already appears to have speeded GR delivery somewhat, the IEB recommended that locals help speed delivery further by notifying the GR promptly of new, changed and deleted addresses. The board reported that the GR is preparing a formal complaint to the Post office on continuing delivery trouble spots.

The board noted that the GR faces a prospective increase of as much as \$1,850 a year in postage charges by late 1968 as the result of recent and pending postal-rate increases.

Organizing Urged By Coast Council

San Diego, Calif.—The Western District Council last weekend called on ANG to "intensify its efforts, both in manpower and financially, to organize that big majority of newspaper employees who are not covered by Guild contracts."

In other resolutions passed at its meeting here June 3 and 4, the council called on Congress to reject a bill to exempt so-called "failing newspapers" from anti-trust laws and opposed proposed postal-rate increases it said would be "discriminatory" toward union newspapers such as the Guild Reporter.

The council said the "mis-labeled 'failing-newspaper' bill" would actually "further harm the competitive position of smaller newspapers . . . further monopolistic practices of newspapers . . . and lead to further consolidation and diminishment of news coverage and competition."

\$33 Increase Sends Akron Top To \$195

Akron, Ohio—An increase of \$33.05 in the reporter top minimum, including a \$6.55 Christmas bonus buyout added to weekly salaries, will produce a \$195.55 top in the third year of a new editorial contract at the Akron Beacon Journal.

General increases range from \$6 to \$24.50, according to classification and experience level. Additional bonus-buyout increases range from \$2.50 to \$6.55.

The reporter top is increased \$7.50 retroactive to Nov. 1, \$6.55 (the buyout amount) retroactive to Jan. 1, \$8 next Nov. 1, \$9 Nov. 1, 1968, and \$2 May 1, 1969, to reach \$195.55. The starting minimum is increased a total of \$18.45, to \$103.95.

The bonus buyout, negotiated following a plant-wide dispute over the company's unilateral reduction of 1965 and 1966 bonuses, will give each employee a weekly amount computed by dividing two weeks' pay at Jan. 1 rates by 52.

The top minimum for library clerks is increased \$14.55, to \$115.55; that for secretaries by \$14.85, to \$123.35; that for stenographers by \$14.15, to \$105.15, and that for copy runners by \$8.95, to \$83.95.

A companion three-year contract covering maintenance employees raises minimums from \$10.15 to \$15.75, including a similar bonus buyout, with general increases of \$5 each year. The top for electricians and plumbers will go up \$15.75, to \$134.25, and that for janitors by \$14.40 to \$98.40.

The service requirement for a fourth week's vacation in the maintenance contract is reduced from 15 years to 10, the severance-pay ceiling is raised two weeks, to seven, and a seventh, floating holiday is added.

ANG To Fight Dealer Ruling In San Antonio

ANG and the AFL-CIO are preparing briefs in support of a San Antonio Guild petition to represent from 25 to 28 news vendors and street salesmen at Hearst's San Antonio Light.

The local is asking the National Labor Relations Board to overturn a regional director's finding that members of the group are independent contractors rather than employees.

Maury Maverick, Jr., attorney for the local, has submitted a brief charging that Regional Directors Clifford Potter departed from board precedent in holding the vendors and salesmen to be contractors.

Potter ruled in January that the Light does not exercise sufficient control over the circulation men, who sell papers from racks and newsstands. But Maverick quoted the testimony of one vendor who said the company didn't even permit the men to stop for a cup of coffee once they had started on their rounds.

The American Newspaper Publishers Association is submitting a brief in support of the Light.

Earlier this year the Guild won recognition as bargaining agent for 31 district managers, whom the Light had also claimed were independent contractors.

Kheel On New York:

'Papers That Spent Money Make It'

New York City — New York City newspapers that have invested in new equipment "are the ones now making money," according to mediator Theodore W. Kheel.

Kheel, in an introduction to a forthcoming book, "Union Printers and Controlled Automation," said that "despite impressions to the contrary, those newspapers prepared to make significant capital investments found no shortage of machines and devices they could rent or buy to reduce costs without any labor opposition."

New York publishers, he said, have been able to introduce photo-composition, electronic typesetting and high-speed tape-to-type devices "although not completely on the terms they would like." "The computer is the next step," he said.

Kheel noted that the defunct World Journal Tribune had rented its equipment from its three predecessor newspapers for \$1 a year.

"That is about what it was worth," he declared.

Meanwhile the Newspaper and Mail Deliverers' Union settled with the Times, News and Long Island Press last week for the same 21-percent wage increase negotiated by the printers—a total of \$28.79 over three years. The settlement also provides for cost-of-living increases in the second and third years and a number of fringe improvements.

Kheel voiced optimism that remaining New York negotiations "can be concluded in a relatively short period."

"Union Printers and Controlled Automation," to be published late this month by a subsidiary of the Macmillan Co., was written by Harry Kelber, an associate professor of social science at the New York Institute of Technology, and Carl Schlesinger, educational director of the New York Typographical Union. Advance proofs were made available last week.

Kheel's introduction attributed New York's newspaper strikes and lockouts to the changing nature of market, the "antiquated structure" of 10 newspaper unions bargaining separately and the fact that publishers had more difficulty agreeing among themselves than with the unions.

Kelber and Schlesinger said Typographical Union leaders are becoming concerned that "obsolescent typesetting machinery and antiquated production methods" will sap the newspaper industry's strength. Union officers are prepared to co-operate with employers who want to make use of computerized typesetting, the authors said.

Kelber and Schlesinger declared that Typographical Union leaders are "quite willing to see the city's newspapers and print shops fully automated" provided that no employees are laid off, wages are increased as a result of automation and payments made to protect the

union's welfare and pension funds.

Last week transportation magazine O. Roy Chalk, who is studying plans for a new afternoon paper to replace the World Journal, said he and Typographical Union President Bertram A. Powers "see eye-to-eye" on automation.

Chalk, who says he is also planning to publish a new tabloid in Washington this summer, said he has "a world-famous editor" ready to manage his projected standard-size New York paper and "a really excellent list of former World Journal Tribune talent I'm discussing with the Guild."

Chalk has sent a letter to international union presidents, the AFL-CIO and public officials asking them to urge New York newspaper-union locals to grant concessions to his proposed paper, including "some reasonable allowance for automation" and "reasonable flexibility" at "fringe points."

Chalk said that the paper may be ready to make its debut "within two or three months" and that it would aim at a half-million circulation.

But Thomas J. Murphy, executive vice president of the New York Guild, said after meeting with Chalk May 29 that Chalk

"had a long way to go" before he could begin publication.

"He has a lot of problems to resolve first," Murphy said, "and they're not necessarily union problems. They're problems that relate to capital for financing an expanded operation."

Matzner Publications, which had announced a May 29 starting date for a new three-penny tabloid, World Today, published a sample issue but postponed the paper's debut indefinitely.

Latest candidate to become a New York publisher is Blair Clark, former president of CBS News and associate publisher of the New York Post. Newsweek magazine said Clark plans to put out an afternoon paper stressing features.

Elmer Brown, president of the International Typographical Union and a former president of the New York Local, issued a statement blaming the World Journal's death on "a sterile editorial policy which could not be corrected with a three-headed management."

Brown, rebutting World Journal charges that the unions were responsible for the paper's fate, noted that the afternoon Post "with limited resources compared

to the multimillions of Whitney, Scripps-Howard and Hearst, continues to publish and make progress under the same rules; wages and conditions the WJT said were too much."

Declaring that "fewer publishers are selling more newspapers at higher prices in New York today than ever before," Brown noted that the Daily News's circulation "exceeds by far the combined circulation of the papers it displaced."

When the News was selling a few hundred thousand copies, he pointed out, printers were earning \$60 a week. Since then, he said, "newspaper workers' wages advanced about 2½ times while the circulation price jumped four times" and advertising rates "skyrocketed."

Meanwhile, the New York Guild's placement office reported obtaining jobs for 75 of 750 displaced World Journal employees. But only a few were for editorial employees. Openings are also sparse for advertising salesmen.

The Herald Tribune's old composing-room equipment will be sold at public auction June 13. It is understood that the World-Telegram's typesetting equipment is also being sold.

Greensboro Wins Legal Battle Against Flouting Of Contract

Greensboro, N. C.—Upholding the Greensboro Guild in one phase of its struggle against company harassment, a Federal Court judge has ruled that the Greensboro News and Record must adhere to contract provisions requiring maintenance of the status quo in contract disputes until they are resolved by grievance machinery.

In another case, an arbitrator this week ordered the company to give Guild Treasurer Leonard Dudley 11 days' back pay in a grievance stemming from an attempt to fire him after he and 20 other Guild members tried to meet with management on the status-quo issue.

The Guild went to court in February after the company trans-

ferred Local President C. A. Paul from a day-side courthouse beat to an evening shift on general assignment and deprived him of his Sunday off.

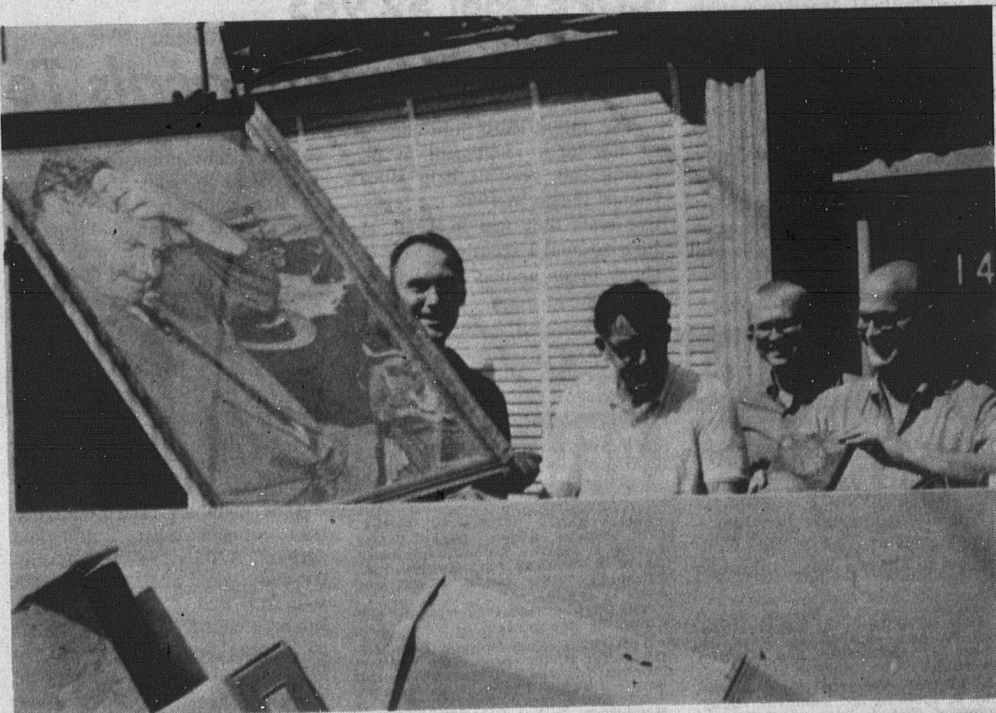
It charged the company with ignoring the status-quo provision and asked for a declaratory judgment on two other grievances involving removal of the Sunday editor from contract coverage and unilateral company designation of employees' days off in lieu of Christmas.

Judge Eugene A. Gordon rejected a company contention that the status-quo provision did not apply to the Paul grievance but declined to rule on the merits of the other two cases, on which arbitration hearings have been held. Dudley, who was reinstated two

weeks after his dismissal with an agreement to submit the issue of lost pay to arbitration, was docked three days by arbitrator Richard P. Calhoun, who said his conduct "bordered on insubordination."

The Guild is appealing to the National Labor Relations Board against a regional director's dismissal of unfair-practice charges filed in connection with Dudley's dismissal and the company's refusal to bargain except during working hours while at the same time docking Guild negotiators for time lost.

The Guild, which has been forced to bargain with a changing committee of members not scheduled to work, voted this week to authorize strike action if necessary to obtain a settlement.



MOVING DAY: Classic portrait of Heywood Brown follows cartons of local records into the pickup truck as the San Jose Guild moves to a larger office near the

new Mercury and News plant. Volunteer teamsters-for-a-day, from left to right, are Jose Stell, Frank Bonanno, Administrative Secretary Wayne Silkett and President James Choate.

Archer Slated To Address Convention

David Archer, a leader in the Canadian labor movement's campaign against the use of antipicketing injunctions, will address the opening session of ANG's 1967 Convention in Ottawa July 24.

Archer, president of the Ontario Federation of Labour, and prominent in Canadian labor's battle for passage of legislation to outlaw antipicketing injunctions at both the provincial and national levels, will be one of several labor and public officials who will welcome the convention to Ottawa.

Other first-day convention speakers announced this week by Dennis Foley, Ottawa Guild convention chairman, include Larry Scheffe, president of the Ottawa District Labour Council, and Ottawa Mayor Don Reid.

Part of the program for delegates, their wives and guests was outlined by International Vice President Robert J. Rupert, president of the Ottawa Local, during the International Executive Board's May 22-26 meeting.

The annual Wednesday-afternoon convention outing will be held at Lake Park, a recreation area about 30 miles from Ottawa, Rupert said. Prior to going there, delegates will be able to choose between a tour of the Canadian International Paper Co.'s newsprint mill in nearby Gatineau and a tour of the National Research Center, where the government develops and tests products ranging from household goods to national defense equipment.

Wives and guests will have an all-day outing Tuesday at Upper Canada Village, a restoration of a Canadian village of the 1860s. On Thursday there will be a bus trip to Expo 67 in Montreal.

Secretary-Treasurer Charles A. Perlik, Jr., told the IEB that convention committees will initiate their deliberations on Monday afternoon rather than Tuesday, as in past years, and that there will be no Monday-afternoon forum because of the unusually large work load delegates will face at this year's convention.

Collective-bargaining, local-administration and organizing clinics will be held Monday evening.

The annual convention banquet will be held Tuesday evening.

Registration and the annual "freshman forum" for first-time delegates will be held Sunday. An opening reception for delegates and guests at the convention hotel, the Chateau Laurier, will follow.

The usual pre-convention meetings of panels and councils will be held Sunday prior to the opening of registration.



DAVID ARCHER

Jersey Guild Seeks New Pay Ruling

Newark, N.J.—The North Jersey Guild is asking the National Labor Relations Board to overturn a regional director's dismissal of a charge that the New Brunswick Home News reneged on wage increases agreed upon in bargaining last December.

Regional Director John J. Cuneo dismissed the petition last month despite the fact that the increases—special \$4 raises for copy readers and editors—had been initiated by the company's chief negotiator and confirmed by him in a later letter to the Guild.

Cuneo based his dismissal on a company statement that it intended to maintain a long-standing \$5 differential between reporters and copy readers and on an article in the Guild's monthly newspaper erroneously reporting equal increases for both groups.

The Guild's appeal for review said that the company's intention of retaining a \$5 differential was never communicated to the Guild during negotiations and that the Guild's newspaper story on the settlement was written by a member who was not on the negotiating committee without consulting the Guild's chief negotiator.

The lower rates were never negotiated with the Guild, attorney Sidney Reitman said.

IEB: Open U.S. Overseas Aid Need Not Compromise Guild

The International Executive Board, in its report to next month's convention, has expressed the conviction that the Guild's international-affairs program can be carried on with the aid of overt government funds, if necessary, without compromising Guild principles or the independence of American newspapermen.

The board said its preference, in view of the Guild's "total inability to make more than a token contribution to the program," is for private funds, with a requirement that any foundation supplying them attest that it does not receive covert government funds and present an accounting to prove it.

International Affairs Director Richard P. Davis told the board that several private groups, including the Ford, Luce, Rockefeller and Kellogg foundations and the Carnegie Corp., have been solicited.

The board noted that ANG officers have been exploring the possibility of a contract with the Agency for International Development if efforts to obtain new foundation funds fail.

The board said it was aware that many Guild members "will look askance" at a proposal for such a direct relationship between ANG and a government agency. Indeed, it said, ANG officers, in a letter to AID, emphasized that they share the view that trade unions "should operate totally independently of any other institution, including governments, in order to avoid positions which possibly might violate their basic objectives."

The board then set forth four criteria for an arrangement with AID that would not compromise ANG "in any way":

► "It should be a contractual arrangement, in which the Guild agrees to perform certain functions and the AID agrees to reimburse the Guild for performing them. It should not be a subsidy, any more than a contract with a newspaper is a subsidy by the publisher.

► "It must be open.

► "There can be no 'strings' attached, other than the responsibility to carry out the agreed-upon program and to provide accountings for funds. The program must remain the Guild's program, subject to the direction of its convention and officers.

► "It must provide continuity, so that the program can be developed on a long-term basis.

"With these conditions," the board declared, "we can see no compromise with our principles. We see no threat to what one of our members terms 'the proud claim of American journalists that they are free and independent.'"

It reported that international organizations with which the Guild is affiliated have "expressed themselves affirmatively" on acceptance of AID funds.

The board noted that the AFL-CIO has provided \$27,900 to keep ANG's overseas program in operation until the convention can decide on permanent financing and that the federation has indicated additional funds might be available.

"But, clearly ANG does not want its international-affairs pro-

gram to become a ward of the AFL-CIO," it declared, "nor can AFL-CIO be expected to carry it much longer."

Even with the AFL-CIO grant, Davis reported, retrenchment has been necessary. In addition to the cancellation of seminars in Brazil and the Dominican Republic, Panama and Rio de Janeiro offices of the Inter-American Federation of Working Newspapermen's Organization have been at least temporarily closed.

Farson Will Attend IFJ Istanbul Parley

ANG Executive Vice President William J. Farson will attend a meeting of the International Federation of Journalists' executive committee in Istanbul June 26 through 30.

The meeting had originally been scheduled to take place last month in Athens but was canceled because of the Greek military coup.

Farson will stop over in Athens on his way to the meeting to sign a mutual-cooperation agreement with the Journalists' Union of Athens Daily Newspapers.

Keep Oversea Program Free Of World Politics, CDC Asks

Toronto, Ont.—Declaring that ANG acted "boldly and frankly" in seeking assurances that founda-



Miller

ANG to continue its policy of assuring that Guild activities are not associated with "government programs of international political action or espionage."

The international-affairs resolution was adopted unanimously at a May 28 council meeting in

which Ross Miller of the Toronto Guild was re-elected council president.

The resolution, introduced by Local Representative Jack Dobson of Toronto, said there was "no concrete evidence that any funds used by ANG ever originated in the CIA."

It will form the basis of a resolution the council will present at the Guild's 1967 Convention in Ottawa.

The council voted to donate \$300 to the Ottawa Guild to help finance the expenses of hosting the convention.

In addition to re-electing Miller, the council elected Elizabeth Cadioux of Ottawa as vice president and re-elected Dobson as secretary-treasurer.

COPE Goal \$2,985

Board Urges Locals To Join Head Start On '68

The Guild must join the rest of the labor movement in preparing this year to help labor's friends regain in 1968 the legislative seats they lost in 1966, the International Executive Board declares in its annual Officers' Report.

The IEB, reporting to next month's convention, pointed out that when 47 seats in the House of Representatives and three in the Senate changed hands in 1966, "the prolabor, progressive face of Congress faded from view and social reform began to fade with it."

Accordingly, the IEB noted, labor already has begun to prepare for the 1968 elections while fighting to stave off "serious, if not absolute, destruction of domestic programs by the 90th Congress."

U.S. members, locals and district councils must "fulfill and surpass" ANG's 1967 COPE contribution quota of \$2,985, the IEB said, so that COPE will have funds to commit to labor's friends early next year, when funds, in the words of a COPE spokesman, "are always more potent than those that come late in the campaign."

The Guild has not fulfilled its COPE quota since 1960, the board reported, and few locals conduct annual COPE dollar



drives. But when locals do conduct dollar drives, Guild members respond, it added.

The IEB also is asking the convention to urge that:

► U.S. locals and members ex-

press to their senators and representatives their opposition to the so-called "failing-newspaper" bill, which would exempt many newspaper mergers and semimergers from the antitrust laws, and their advocacy of the Guild's proposed antimerger legislation.

► The Guild and its Canadian locals "continue to support the efforts of the Canadian Labour Congress and provincial federations of labor to eliminate the use of injunctions as a strikebreaking weapon."

► U.S. locals urge reintroduction and enactment of a federal Citizens' Job Protection Law and continue to support antistrike-breaking legislation at all levels of government.

► U.S. locals undertake projects to encourage and assist members in registering to vote.

The IEB also proposed that all Guild members be urged to perform their duties as citizens and express themselves on publicly significant issues "regardless of individual or group attitudes toward political activities."

CONVENTION



DELEGATES

The following have been elected delegates to ANG's 1967 Convention in Ottawa July 24 through 28:

BOSTON—David L. Beaton, Robert E. Bruner, William A. Canavan, Joseph B. Downey, Michael F. Kelly, Albert J. LaFlamme and Charles Leveroni.

BUFFALO—Kenneth A. Barnette, John R. Fleming, Jr., James E. Higby, Raymond Hill, J. Edmund Kelly and Kelly Simon.

CINCINNATI—William H. Rotert and Harry Reckner.

NORTH JERSEY—Daniel A. McLaughlin, Donald W. Rosselet, Robert Collins and Jean-Rae Turner.

PHILADELPHIA—Michael Casino,

Roberta Bailey, William V. Streckfuss, Gladys Fisher, Oscar Teller, Joseph T. Martin, Seymour Ravinsky, David S. Schick, Patricia Hannum, Elizabeth Ellber, Louis Busch and Joan L. White.

TOLEDO—James Richardson and Cletus Buckenmeyer.

TORONTO—Jack Dobson, Ross Miller, Orval R. McGuire, Glen Ogilvie, Murray Tate, Harry Brohm, Joseph Serge, Shirley Femia, Ray Biggart, John Lowe, Jean Fakenham, Ross Henderson, Isabel Greenwood, Michael McCabe and William Grover.

WIRE SERVICE—Eugene Bryant, Robert M. Crocker, Harry S. Culver, Raymond Mann, Leonard Millman, George M. Muldowney, Stella Roberts, Barry Schweid, Charles K. Sergis, Richard H. Smith and Charles E. Webb.

'Basic' Bias Question Seen Facing Guild

The Guild's human-rights program continues to revolve around a single, basic question on which Guild members must examine themselves honestly and closely, the International Executive Board says in its annual Officers' Report.

The question, says the board's report to next month's convention, is: "How are we doing at the local level to help open to all Americans the opportunities enjoyed by most Americans and to help members of minority groups take advantage of opportunities when they are open?"

"Some Guild locals have long had active programs aimed at providing answers to the question," the IEB observed. But it added: "Too many are doing too little—or nothing at all."

Noting that some confusion exists over "the unsettled condition of the human-rights revolution," the IEB said:

"Guild members, especially those whose job it is to cut through peripheral events and circumstances to central issues, must realize that work for the advancement of human rights cannot be slowed or stopped—that our dedication to human rights is in large part measured by our determination to carry on and advance our programs at the level where we can and must make our most tell-

ing contributions, the local level, even though it may not be the popular thing to do."

The board noted that an ANG survey of journalism schools indicated that less than two percent of enrollees in the United States are members of minority groups, less than one percent are Negroes and that "few schools, employers or employer groups are doing much to make known to these youths the chances that do exist" in journalism.

The IEB recommended that locals be urged to build contacts with high schools, colleges and other sources of potential newspaper employees in order to encourage members of minority groups to enter newspaper work.

The IEB also recommended that locals seriously consider establishing or redirecting existing Guild scholarships, to help "deprived young men and women" acquire the necessary knowledge and skills.

At the same time, the board said, locals should "initiate and/or maintain" discussions with their employers on equal employment opportunity, insist upon the addition of fair-employment-practice clauses to their contracts and enforce them to insure equal opportunity in promotion as well as hiring.

Fair-employment clauses were contained in 95 (62 percent) of the Guild's contracts with daily and Sunday English-language newspapers at the close of the fiscal year, the board noted, an increase of nine contracts over the previous year.

The clauses were added at the Columbus Citizen-Journal, Cleveland Plain Dealer, Cleveland Press, Lynn Item, Washington Daily News, Washington Post, San Pedro News-Pilot, Detroit Free Press and Eugene Register-Guard. Sixty-nine percent of all Guild contracts contained such clauses at the close of the year.



GUILD'S NEWEST LOCAL: Officers of the Coos Bay Guild gather around as International Vice President Hugh H. Harrison, left, presents ANG charter to Gerald K. Schmidt, local president. Standing, from left, are Kenneth W. Hess, sergeant at arms; Annabelle Moore, membership director; Earl Huff, vice president, and Dolores Harvey, treasurer.

IEB Rejects Appeal Against Fines By 59 Strikebreakers At Times

The International Executive Board has rejected an appeal against New York Guild fines imposed on 59 members convicted of crossing picket lines during the Guild's 1965 strike against the New York Times.

The board, after an Appeals Committee hearing at which four of the 35 appeared, affirmed the decisions of a New York trial board, finding both procedural and substantive grounds of the appeal "without merit."

The board, in another action, referred to ANG officers an ap-

peal by the Twin Cities Guild that it review its suspension of the local's 1967 convention representation as a penalty for constitutional violations in executing a 42-month contract without IEB Contracts Committee permission. The officers will report to the board's pre-convention meeting July 21.

The officers also will report on a Twin Cities request that the IEB place a time limit in a provision of its penalty that allows the appointment of a local administrator.

The board, in adopting an Appeals Committee report upholding the New York fines—most of which amounted to the four weeks' pay each employee received for working during the strike—rejected the appellants' claims that the fines violated their rights under the National Labor Relations Act not to participate in concerted union activity.

The board asserted that the act "does not deprive unions of the vital right to fine members for crossing picket lines and working in a struck shop" but noted that the issue of whether a union can enforce collection of such fines by court action is currently before the Supreme Court.

Twenty-five of the fined Times members have submitted a "friend-of-the-court" brief in that case, involving fines imposed by the United Automobile Workers in a strike against the Allis-Chalmers Manufacturing Co. A decision is being awaited.

The IEB rejected the appellants' claim that no evidence had been presented that they worked during the strike, accepting as evidence a payroll register bearing their names. The defendants, who did not explicitly deny working, had challenged the authenticity of the payroll register.

In the procedural area, the IEB dismissed a claim that the defendants' rights were violated by the trial board's refusal to allow their representation by an attorney.

"The courts have consistently held that unions may bar lawyers from their internal disciplinary proceedings in order to avoid

technicality," the IEB said, noting that the ANG Constitution limits "representation of both accusers and accused to . . . a member of the Guild."

In the Twin Cities case, the local contended, on the basis of an opinion by its attorney, that suspension of its convention representation was without foundation in the ANG Constitution.

In asking for a time limit in the administrator penalty, the local said it appeared that the penalty, as it now stands, "would remain in effect forever."

John Carmichael, executive secretary, said the local had complied or was preparing to comply with other IEB penalty directives.

In another appeal, the board declined to act on a request by International Vice President Kenneth E. Rieger and two other members of the Toledo Guild that it invalidate the local's election of 1967 Convention delegates.

The three Toledo members charged that the local election committee violated a membership decision to send three delegates to Ottawa by providing for the election of only two.

The board said IEB policy is to adjudicate local controversies "only to the extent that the meaning or application of the ANG Constitution is involved." The number of delegates sent to conventions "is in no way governed by the ANG Constitution," it said.

Morgan Newscasts To Be Terminated

The 12-year sponsorship of radio newscaster Edward P. Morgan by the AFL-CIO will come to an end next week when Morgan becomes chief correspondent for a newly created news and investigative-reporting program on educational television.

Morgan will join the Public Broadcast Laboratory of National Educational Television, where he will undertake a weekly series of two to three hour programs over 100 noncommercial stations, financed by a 10-million-dollar Ford Foundation grant.

Church Unit Wins \$175 In St. Louis

St. Louis, Mo.—A \$175 reporter top minimum and a 35-hour week have been won by the St. Louis Guild in an initial contract at the St. Louis Catholic Review.

The settlement, achieved following a strike vote, provides for general increases of \$3 the first year and \$4 the second. The reporter top is set at \$170 the first year, going to \$175 next June 1.

The Guild's first contract with the archdiocesan weekly also provides for a full Guild shop, a dues check-off, a no-discrimination clause, arbitration of dismissals, severance pay to a maximum of 10 weeks or \$1,000, six paid holidays and three weeks' vacation after two years' service.

Management backed down on an 11th-hour bargaining proposal to eliminate Unit Chairman Robert Clavenna, the assistant managing editor, from the bargaining unit.

Business-office minimums are \$82.50 the first year and \$85 the second for classified-ad takers, \$80 and \$82.50 for secretaries and bookkeepers, \$75 and \$77.50 for telephone operators and \$67.50 and \$70 for messengers.

Cleveland Wins \$8-\$15 At Catholic Weekly

Cleveland, Ohio—Wage increases of \$8.50 to \$15 have been negotiated in a two-year Cleveland Guild contract at the weekly Catholic Universe Bulletin.

General increases are \$8 retroactive to Oct. 1 and \$7 next Oct. 1 for employees earning \$150 and over, \$5.25 and \$4.75 for those from \$100 to \$149.99, and \$4.50 and \$4 for those below \$100.

These increases raise the top minimum for reporters and copy readers to \$168.75 and the weekly guarantee for outside advertising salesmen to \$123.50.

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

IEB Acts To Facilitate Honoring Picket Lines

The International Executive Board is recommending that next month's convention amend the ANG Constitution to allow local executive committees or representative assemblies to direct observance of other unions' picket lines.

Acting on a recommendation of its Constitution Committee, the board, in its report to the convention, proposed that such action be authorized to enable locals to proceed quickly and effectively in strike situations.

The board said the ability to carry out agreements with sister unions to respect their picket lines "is vital to the best interests" of the Guild.

Locals must be prepared to act "rapidly and with unity," the board said, but in locals with many units "the problem of calling strike votes may impede the execution of such policy."

It proposed that the local representative assembly, or the executive committee if there is no assembly, be empowered to "sanction the strike and direct members not to cross the picket lines of the striking union." The action would be subject to membership review, it noted.

The Constitution Committee deferred action on a Toronto Guild request for constitutional

changes that would allow Guild participation in plant-wide bargaining units established by union councils, pending discussion by Executive Vice President William J. Farson with the Guild and other Toronto unions. The establishment of such units would be designed to facilitate organizing drives in small shops.

Farson and Ellis T. Baker, director of Research and Information, reported to the board on their attendance as observers at the founding convention of the AFL-CIO Council for Scientific, Professional and Cultural Employees, but the board took no action on affiliation.

The IEB also tabled a Twin Cities Guild executive-board recommendation that it join and publicly support the United Automobile Worker's "crusade for a more progressive labor movement."

In other action, the board recommended a constitutional amendment to change the basis for local convention representation from the average number of per capita for the 12 months ending March 31 to the average for the 12 months ending on the last day of February. The change is in line with a change in the end of the Guild's fiscal year to March 31.

Three Hawaii Unions Publish Strike Shopper

(Continued from Page 1)
were distributed in this city of just under 26,000 residents. This week's edition of the tabloid-size paper had 24 pages. The paper is distributed free, and merchants are being asked for strike donations in lieu of payment for their ads.

Time for the daily radio newscasts was purchased to provide local news and sports coverage and to give the unions a chance to "set the record straight in the face of a daily propaganda barrage" from the struck publisher, according to Fred Lee, executive officer of the Hawaii Guild.

The contracts of all three unions with the Tribune-Herald, the only daily newspaper on this largest of the Hawaiian Islands, expired May 16.

The strike began May 21 when the printers set up picket lines a day before five printers were to have been dismissed and the pay of those remaining cut unilaterally as the paper converted to offset printing.

Hilo Guild members, who have honored the picket line from its inception, officially voted to join the strike May 25. The Pressmen, who also had refused to cross the picket line, voted to strike two days later.

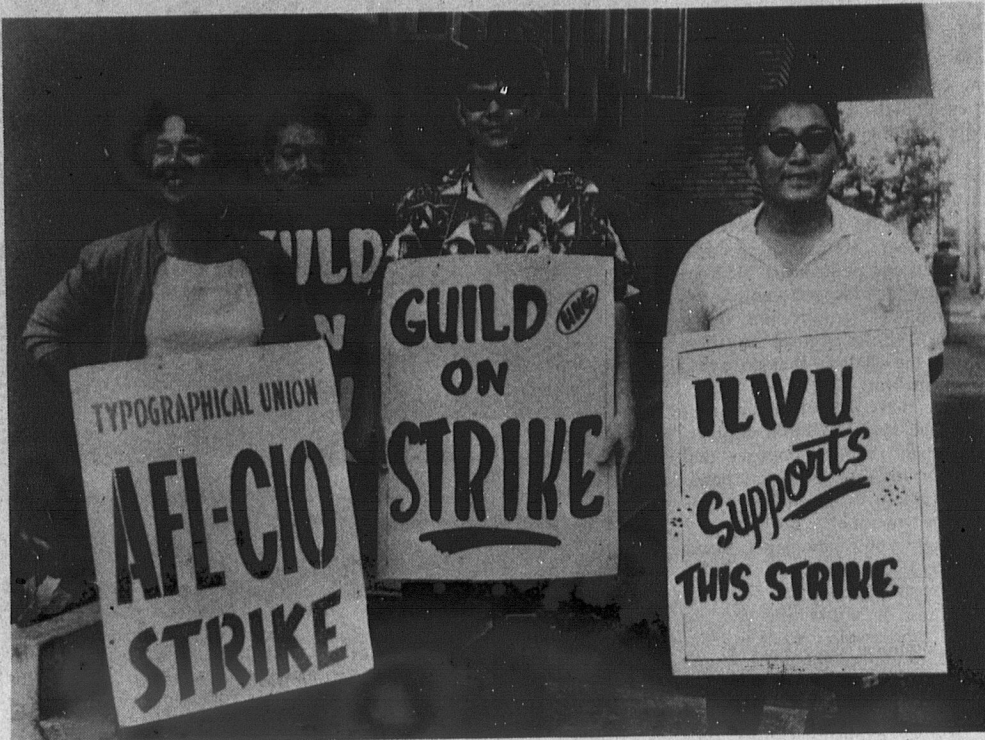
A subscription - cancellation campaign has been so successful, Lee said, that the company has been refusing to answer its circulation phones.

The company began mailing the Tribune-Herald to subscribers after carrier boys refused to deliver the paper, but many subscribers refused to accept it from postmen, costing the company 10 cents' postage for each return.

The company has been printing an eight-page paper containing only one or two small ads. A 16-page Sunday edition published June 4 contained few more.

The company, in public statements, has been maintaining that it is producing the paper with "supervisory employees."

A union strike bulletin observed that before the strike there were only about a dozen supervisory



ON THE HILO LINE: Betty Matsu, Wallace Arizumi, Sherman Kobayashi and Thomas Arai

employees in the plant and that now there are more than 40 people working.

Lee estimated that 90 percent of the new employees are from the mainland, from as far away as Oklahoma and Florida.

The Tribune-Herald ran an ad in its May 24 issue and in the May 27 Honolulu Sunday Star-Bulletin and Advertiser seeking replacements for the strikers and promising that "regardless of the outcome of the strike, you will not be discharged to make room for a displaced employee."

Leaders of the striking unions are holding weekly meetings with leaders of all other unions in Hilo and have received picket-line and financial aid from the Longshoremen's and Warehousemen's Union, the Brotherhood of Electrical Workers and building - trades unions.

The Guild has not had a bar-

gaining session with the company since their contract expired, when the Guild rejected a company proposal for three-percent wage increases and the company rejected a Guild proposal for extension of the contract while negotiations continued.

The Guild is seeking substantial improvements in fringe benefits and working conditions, including a unit-wide five-day week.

man from the "Times organization" rather than a San Bernardino employee as general manager of the San Bernardino papers.

Guthrie said he finally "gave in to the inevitable" when he was "convinced his own candidate was not qualified."

Hollander introduced evidence to show that the Times-Mirror Co. tried to purchase Hearst's old Los Angeles Herald-Express and the nearby Santa Barbara News-Press in 1961, succeeded in buying the suburban Orange Coast Daily Pilot in 1962, made overtures to the Riverside Press-Enterprise and the Pomona Progress-Bulletin in 1963 and approached the Bakersfield Californian after purchasing the San Bernardino papers in 1964.

Chandler, asked by Hollander whether he was still interested in acquiring the Riverside, Santa Barbara and Bakersfield papers, replied that he would be "but maybe you fellows wouldn't look with favor on it."

"It is hard to imagine a course of conduct which presents a greater threat to the preservation of independent newspapers," said Hollander of the paper's expansion drive.

The government is seeking to divest the Times-Mirror Co. of the San Bernardino papers and enjoin it from acquiring any other papers in Southern California.

Hollander said the Times-Mirror Co. quickly raised its offer for the San Bernardino papers to 15 million dollars when it learned that the St. Louis Post-Dispatch had offered that amount, topping a previous Times-Mirror figure of 12½ million.

Chandler, taking the stand in the company's defense, denied that his company had any intention of monopolizing the Southern California newspaper business and said there had been no competition between the Los Angeles Times and the San Bernardino papers prior to the purchase.

L.A. Times Rebutted On Autonomy Claim

Los Angeles, Calif. — The Los Angeles Times-Mirror Co. has taken over complete management of the two San Bernardino newspapers it purchased three years ago, the government charged last month in the trial of its antitrust case against the acquisition.

Justice Department attorney Bernard M. Hollander made the charge in contradiction to a claim by Norman Chandler, chairman of the Times-Mirror board, who testified that Times-Mirror executives "have not nor will we ever be tempted to take over management" of the San Bernardino Sun and Telegram.

San Bernardino Publisher James K. Guthrie said in a deposition that Times-Mirror officials insisted on the appointment of a

Council Warns On Injunctions

Ottawa, Ont. — "Massive defiance" appears to be the only method of eliminating injunctions as "instruments of suppression" in labor disputes, the Southern Ontario Port Council said last month in a brief submitted to the Rand Royal Commission on Labor Disputes.

While the maritime-union council said it did not advocate defiance, it declared that "we cannot foresee any other method of impressing on the government of Ontario the urgent necessity for scrapping this discriminatory device."

Workers regard strikebreakers who take their jobs as thieves, the brief said, adding: "It is these elements who breed violence and against whom the courts' rulings should be directed."

The commission hearings are partially an outgrowth of last year's Toronto Guild strike against the Oshawa Times, marked by an antipicketing injunction.

\$37 Increase To \$200 Won In Baltimore Pact

(Continued from Page 1)
same intervals of the contract.

Other top minimums, all up \$20, are \$106.15 for typists, \$115.15 for stenographers, \$117.65 for payroll clerks, \$151.15 for outside classified salesmen, and \$99.90 for janitors.

Other gains include:

Citizens, 2nd Class

Baltimore, Md. — When the Guild proposed a clause that no reporter be required to use his influence in any way except to gather news, the Sunpapers responded with the following proposal:

"Recognizing that a newsman could destroy his usefulness to the paper by assuming a public, partisan position, the Guild agrees not to call upon reporters or photographers to support other unions by participating in picket lines or other demonstrations."

"You mean a reporter can't run for Congress?" asked Guild Administrative Officer Brian Flores incredulously.

"Not and work on the Sunpapers," was the reply.

► An increase in life-insurance benefits from \$500 to \$2,000 for employees under 65 and from \$250 to \$1,000 for employees over that age.

► An increase from 30 weeks to 36 in the severance-pay maximum and a special provision of severance pay without ceiling for those retiring employees who are ineligible for pensions under a company plan.

► A fourth week's vacation after 10 years' service instead of 15.

► A jurisdiction clause covering new work in Guild departments.

► At least one month's notice of a reduction in force.

The company agreed to a series of stipulations designed to eliminate abuses of the union-security clause, a source of persistent friction since it was won two years ago.

The settlement was won by a negotiating committee headed by Administrative Officer Brian Flores and Unit Chairman George Hanst and including Ben Orrick, John Rau, Dorothy Struzinski, Frank Grimm, Gary James, Roosevelt Johnson, Karen Hyneckal, Dorothy Schmidt and James R. McCready.

Toronto Gains Cost-Of-Living Clause, \$11

Toronto, Ont. — Minimums are increased by \$6 to \$11 and a cost-of-living provision added in twin 27-month contracts covering inside-circulation, maintenance and delivery employees at the Toronto Globe & Mail.

The settlements, largely paralleling a previous editorial settlement, also contain gains in severance pay, vacations, automation protection, pensions and hospitalization insurance.

The Guild won a common expiration date for the two contracts and its editorial contract.

Minimums in the maintenance and delivery contract are increased by \$3 to \$4.25 retroactive to April 1, 1966, by similar amounts retroactive to May 1, and by \$1.55 to \$2.50 May 6, 1968.

Minimums in the inside-circulation contract are increased by \$2 to \$3 retroactive to July 20, \$2 to \$3.50 on signing and \$2 to \$3.50 Jan. 1.

Resulting top minimums include \$119.50 for highway drivers, \$154 for electricians and machinists, \$95 for intermediate clerks and \$79 for clerk-typists.

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

The night differential is increased from \$1 per shift to \$1.40 for employees earning over \$100 and to \$1.20 for those earning under \$100.

The contracts' job security clauses are strengthened to provide for discussions with the Guild before economy dismissals can be made and for voluntary resignations in lieu of dismissals, with the severance pay of those ultimately dismissed to be increased proportionately for each employee who resigns.

The company is required to give three months' notice of any new processes or equipment that would reduce the staff; such reductions must be accomplished without dismissals. A retraining provision is also included.

The severance-pay ceiling is increased to 40 weeks (up three weeks for circulation employees, one week for those in maintenance and delivery), and the service requirement for four weeks' vacation is reduced from 18 years to 13 and for three weeks from 18 months to a year.

The company will pay the employer's share of contributions to the Canada Pension Plan without reducing company pensions. The Guild is guaranteed a representative for each unit on the company pension committee.

In addition to existing health-insurance protection, the company will pay half the cost of an extended physicians' benefit plan.

A new picket-line clause, similar to that in the editorial contract, stipulates that Guild members shall not be required to cross picket lines set up by the Guild's other Globe & Mail units provided they honor the lines when first set up.



International Executive Board, pre-convention meeting, July 21, Chateau Laurier, Ottawa, Ont.
Thirty-fourth Annual ANG Convention, July 24-28, Chateau Laurier, Ottawa, Ont.

\$46 Increase To \$200 Won In Pittsburgh

(Continued from Page 1)

a total increase of \$54.

The top for copy writers, sports writers and rewrite men goes up \$46, to \$204, with a one-year reduction to four in the experience requirement. The editors' top goes up similarly, to \$212.

Other contract gains include:

► An improved Guild shop, with a provision for no more than three publisher-designated exemptions during the life of the contract replacing a nine-out-of-ten clause.

► A ban on automation dismissals and pay cuts except for employees deemed unqualified for new jobs after a three-month trial period.

► Protection of Guild jurisdiction over new work.

► An improvement in life-insurance benefits from \$6,000 to \$9,000 in three annual steps, with the amount received at 65 increased from \$2,000 to \$3,000.

► A reduction from 15 to 10 in the service requirement for a fourth week's vacation.

► A ban on transfers between the editorial department's 10 sub-departments.

The \$30 general increase—\$12 the first year, \$10 the second and \$8 the third—goes to those earning \$150 or more; the \$18 increase—\$6 each year—applies to those earning under \$150.

The librarian minimum of \$113 is increased \$12 the first year, \$10 the second and \$8 the third, to \$143.

Top minimums are up \$19 for library clerks, to \$109, and \$18 for editorial clerks, to \$100, both in the fourth year instead of the fifth. The copy-boy top goes up \$18, to \$80, and that for confidential secretaries \$18.25, to \$129.

Other fringe improvements include an extra day off when the Fourth of July or Labor Day falls on a Saturday day off, company payment of full photographers' parking fees (photographers formerly paid \$5 a month) and a \$1-per-shift minimum differential for higher-classification work.

Following the settlement the Guild withdrew an unfair-labor-practice charge filed May 9 after the company refused to produce a copy of its joint-production agreement with the Pittsburgh Press.

The Guild negotiating committee was headed by Wallace and included Wayne Kelley, Robert Gaitens, John J. Ryan, Patrick A. Lutz and Charles H. Allard.

Success Story

Pittsburgh, Pa.—The Pittsburgh Guild's new Post-Gazette contract will finish the job of raising one copy reader's pay by \$112 a week in 27 months.

The copy reader graduated to the job from copy boy at starting pay of \$77 in January 1966. Two merit increases and a jump to the third-year experience level brought him to \$116 by this year, and the Guild's new contract will do the rest:

Thirty-four dollars to \$150 retroactive to April 1 as a result of a minimum increase and elimination of one year on the step-up schedule; \$3 to \$153 by a minimum increase Oct. 1; \$23 to \$176 with his graduation to a higher stepup Jan. 1, and \$13 to \$189 with a minimum increase next April 1.



Pittsburgh Guild members cheer as Local President Nick Wallace holds aloft new Post-Gazette contract raising key minimums by \$46 over 33 months.

Board Proposes Per-Capita Increase

(Continued from Page 1)

be in addition to a 9½-cent increase that went into effect May 1 under the Guild's constitutional formula linking per-capita payments to annual increases in the average reporter top minimum in Guild contracts.

The new increase would raise the monthly payment per member to \$2.69 Aug. 1. Presently \$1.524 of each \$2.54 per capita (60 percent) goes to the General Fund and \$1.016 (40 percent) to the Defense Fund.

Last fiscal year's General Fund deficit—a record \$41,269—was due principally to the failure of income to reach levels projected when the 1966-67 budget was adopted by last year's convention, the IEB said.

The proposed per-capita increase would add about \$33,600 to the General Fund during the eight months of the current fiscal year in which it would be operative, Secretary-Treasurer Charles A. Perlik, Jr., estimated.

The chief reason for the failure of last year's income to reach predicted levels, the IEB explained, was a decline in regular-member per-capita payments, due mainly to membership losses from the merger of the New York Journal-American, World Telegram & Sun and Herald Tribune.

Average per-capita payments of 28,243 a month last year were down more than 1,000 from 1965-66 to their lowest yearly average in 10 years, except for 1962-63, the year of the four-month city-wide strike and lockout in New York, the board noted.

And while the decline in average per-capita payments last year reflected the merger of the three New York papers, the IEB said, it does not reflect the World Journal Tribune's closing, which occurred after the start of the current fiscal year.

Similarly, the Guild's year-end dues-paying membership—which had moved back over the 31,000 mark by 26 members after hitting 30,554, its lowest point in seven years, in the month that first reflected the full measure of the New York merger—did not reflect the effects of the World Journal's closing, which cost the Guild another 750 members and per capitas.

General Fund income last year was \$549,672, more than \$20,000 below the estimated \$569,937. Expenditures were \$590,941, higher by \$11,037 than the amount budgeted.

Last year's \$41,269 deficit wiped out the \$22,082 General Fund surplus from previous years and left the General Fund \$19,611 in the red, "its worst deficit position since fiscal 1954-55," the IEB noted.

The IEB voted to seek a per-capita increase only after examining the budget line by line and deciding to leave unfilled the dual position of assistant editor of the Guild Reporter and assistant director of Research and Information—vacated last month by the resignation of Dale E. Larson—and trimming first-quarter salary items for the Guild's field staff to reflect three existing vacancies—a combined reduction of \$11,060 in projected 1967-68 expenses.

The board proposed, however, that the budget again provide for a staff of 10 international representatives, the same number budgeted for last year.

The IEB said that last year's decrease in per-capita receipts by ANG was a "massive" demonstration of a trend that has been apparent for some years and "cannot go unremedied."

"It now has become apparent," the IEB said, "that the General Fund is under-financed. In each of the past seven years per capitas received have not come up to the anticipated averages."

The IEB pointed out that 16 mergers and suspensions since 1960 have cost the Guild more than 4,300 members, and that while total ANG membership until recently remained fairly constant during this period, "the effect nonetheless was sudden and drawn-out on per capita."

"Three hundred members thrown out of work on a merged paper instantly stop paying dues, and per capitas also cease," the IEB said. "It takes a long time before growth overtakes such sudden losses and income flow resumes, but spending goes on apace."

"One consequence, and the most serious one, has been that the constitutional machinery relating per capita to the top reporter-minimum average has been unable to produce income sufficient to offset the membership losses."

"For example, had the 1966-67 anticipated monthly per-capita average been attained, new money for the General Fund would have resulted in the amount of \$16,269."

New income, however, was more than \$4,000 under what was expected, the board noted.

Increases in wages for officers, staff members and clerical personnel, in rent for ANG's headquarters and in the cost of hospitalization and medical insurance covering ANG employees will consume about \$11,000 of the anticipated \$15,500 to be realized from the General Fund's portion of the per-capita increase that became effective May 1.

The board said that "the inter-action of all these forces" brought it "to the unhappy conclusion"

that without a further per-capita increase "anticipated revenue for the current fiscal year, even at the higher rate generated by our best wage gains in decades, will not be enough to halt the deficit spending necessary in the past year, let alone permit ANG to maintain programs that are both desirable and necessary."

ANG President Arthur Rosenstock of New York, Vice President Bernard W. Stein of New York and Vice Presidents George M. Muldowney of Wire Service and Noel Wical of Cleveland voted against the proposed 15-cent per-capita increase.

All other members of the IEB voted for the proposal.

The per-capita increase was approved following defeat, on a voice vote, of a proposal, offered by Wical and seconded by Vice President Robert D. Nordin of Vancouver-New Westminster, that would have substituted a special General Fund assessment in September for the per-capita increase.

Stein said he opposed the per-capita increase because of the additional financial burden it would impose on the New York Local in the wake of recent mergers and suspensions.

Stein said the local would face an "almost insurmountable" problem in meeting this extra cost while still maintaining local operations "at the level we would like" in view of the "big reverses" it has suffered.

During the debate on the budget several IEB members said they felt the only way ANG could avoid both an increase in per capita and another year of deficit operation would be to cut staff and services.

"How can we reduce our staff any further?" asked Vice President James B. Woods of St. Louis.

"What do we want to be?" asked Executive Vice President William J. Farson. "Merely a depository for the Defense Fund?"

Vice President Marshall W. Schiewe of Chicago stated during the budget examination that "while I said earlier I am not in favor of asking for a per-capita increase because of the difficulties it would raise in the finances of locals, I have come to see that we have got to ask for the 15 cents if we are going to do any kind of job."

He added:

"Any further cuts in this budget are out of the question. This examination of the budget has pinpointed for all of us the problems we face. We either must face them or cut back. And I don't favor any cuts."

Nordin, in seconding Wical's motion for ordering an assessment instead of raising per capita, said he did so because he felt it would "remove the problems so

many locals would face in their own finances" with the per-capita increase.

"I believe many members would prefer being asked once and paying once," he said.

Perlik pointed out that a special assessment would raise approximately \$100,000, about three times the amount needed, and asked the advocates of such a General Fund assessment what they would do if there were a Defense Fund assessment the same month.

After voting to recommend the per-capita increase, the IEB adopted a proposed 1967-68 budget of \$556,702 with estimated income of \$556,990 based on a projected monthly average of 28,000 regular-member and agency-fee per capitas.

In other actions dealing with finance the IEB:

► Adopted a current fiscal year of 11 months—from May 1 to March 31—in order to carry out its earlier decision to change the Guild's regular fiscal year from May 1—April 30 to April 1—March 31. The change will permit scheduling ANG conventions in June.

► Declined, "in view of the Guild's deficit financial position," a request from the Sacramento Local for ANG financial assistance to help the local contest an appeal from a recent court decision that a closed meeting of the county board of supervisors violated state law. The local initiated the suit.

► Failed, by a tie 7-to-7 vote, to adopt a recommendation of an IEB Finance Committee majority that ANG aid the Twin Cities Local in a court test of an Internal Revenue Service ruling that local benefits paid Minneapolis members during a 1962 craft-union strike are subject to federal income tax.

Councils Hear Report On Board Proposals

Indianapolis, Ind.—ANG officers discussed the International Executive Board's proposal to raise local per-capita payments to ANG 15 cents a month at a joint pre-convention meeting of the Pennsylvania-Ohio-Indiana and Midwest district councils last weekend.

Executive Vice President William J. Farson and International Vice Presidents James B. Woods and Noel Wical also discussed the Guild's organizing program at the meeting here June 3 and 4.

Dorothy Sain of Cleveland was elected P-O-I treasurer to fill out the term of Elvin C. Mahan of Terre Haute, who resigned upon leaving the industry.

Editorial

Parity—Now

Things are beginning to look up for the circulation man. In 1950 the Guild took a good, hard look at his job and formally set its goal of wage parity for circulation men with other key newspaper jobs.

This judgment was echoed by the arbitrator who last month awarded New York Times circulation roadmen parity with reporters and display-advertising salesmen at \$200 a week.

Emphasizing 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," he came—inevitably, we think—to this conclusion:

"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."

Earlier this year a newspaper-promotion adviser, discussing personnel problems at a newspaper-executives' conference, said the manpower shortage is wreaking its greatest havoc in circulation departments.

His solution?

"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 other jobs in the community."

And in the past year, the number of Guild contracts in which parity has been negotiated for circulation men has doubled.

There are now six—count them—six instead of three. (Totally, including the New York Times contract, seven contracts out of a total of 51 covering circulation men provide for parity.)

In the Times case, the arbitrator emphasized that the circulation man's job entails both responsibility and independent judgment "to a far greater extent than he is credited with by the publishers."

It's cheaper that way.

Publishers, of course, have to listen to arbitrators, whether it costs them money or not. But they are not likely to listen to their promotion advisors, no matter how well-intentioned, without a good hard push from us.

That's why the International Executive Board, in its report to next month's convention, has called upon Guild locals to intensify their demands for parity—now.

10 O'Clock Scholars

Newspapers aren't the only industry with schools for strike-breakers. Radio and television have them, too, it turns out—and their graduates perform with about the same degree of distinction.

Witness the following account in Newsweek of what happened during the recent strike of broadcast newsmen:

"Executives fiddled the knobs with what knowledge they had gained at the 'Scab School' run by the industry for just such an emergency. On the company's 5 p.m. local news show in New York, Edwin Silverman, a onetime correspondent and now WABC director of special events, plowed gamely through a Department of Sanitation scandal while a film was showing exhumation of Mafia victims in New Jersey. Weather forecasting bothered George Heinemann, the producer of public affairs for NBC, who nervously plunged his pointer into Lake Michigan while describing high-pressure areas over Kansas."

Newsweek didn't say what degrees the networks' "Scab School" gave. Maybe Magna Cum Louder?

'We're Not Taking Any More Students. All Our Graduates Flunked Their Nielsens'



DATELINE: WASHINGTON

Cease-Fire Won't Stop Boiling In Middle East Cauldron

By WILLARD SHELTON, Washington Guild

The early push for a cease-fire resolution in the Israeli-Arab war broke down on precisely the kind of agonizingly detailed and stubbornly discussed issues that have plagued the Middle East for years.

Still, a cease-fire resolution, as a first step, was passed unanimously by the United Nations Security Council within three days. Offhand, it may have looked as if a sudden shift by the Soviet Union was responsible, since USSR Ambassador Nikolai T. Fedorenko dropped his demands that Israel be branded an "aggressor" and its victorious armies ordered to return to positions held as of June 4.

Actually, the progress of battle seems to have been the principal factor. Israeli forces sliced into Egypt, beat off the Syrians, sliced the Jordanians and broke down the Arab air force.

The simple cease-fire resolution, which seemed utterly unobtainable on June 5, suddenly became obtainable—by unanimous vote.

Originally, official Washington churned, apparently taken by surprise when the fighting started, despite the piling-up of events and confrontations until armed conflict became quite literally inevitable.

The United Nations also originally churned—hamstrung by the Soviet Union's support of Arab claims and the extreme desire of Western maritime nations to remain aloof.

The coolness President Johnson showed in avoiding anything anyone could take as an incitement, his deliberation in playing for time, was the best element we had going for us. It made all the more remarkable the State Department declaration that this country was "neutral, in thought, word and deed"—an unfortunately emphatic phraseology suggesting some decisive shift in position, which forced a lame re-interpretation.

"Steaming cauldron"—a descriptive term often used by baffled observers of the Middle East—surely is not inept.

The whole region is a seething mass of conflicting interests. Everything is incredibly complicated.

Oil from the Arab lands fuels

German, Swiss and British industry and undergirds the British pound. Egyptian President Nasser is a messianic patriot with a delusion that he can "destroy" Israel and command the loyalties of the whole Arab world. And he has an absolute itch to try—in Yemen, the Gulf of Aqaba, Syria, Suez, the Negev and Tel Aviv.

Money from Arab oil could build schools, produce economic progress and lay the foundations of modern states. But it goes disproportionately to rulers, not the needs of people.

Arab unity is a myth. The interests of the rulers in Jordan and Iraq, of Saudi Arabia and Libya, are not Nasser's interests. They made recent pilgrimages to pay obeisance because Nasser seemed to have won a great prestige victory with the blockade of Aqaba.

To use the term "aggression" as an absolute in the Middle East is a meaningless denial of reality. "Aggressor?" The Arab states in 1948 rejected a UN resolution on the partition of Palestine and the foundation of a Jewish state. They invaded the infant state and were soundly mauled.

In 1950 Nasser closed the Suez Canal to ships bound for Israel. The Arabs were still "at war" with Israel despite a UN-sponsored truce. Then Nasser forced

Britain out of military bases and claimed the right to close the Gulf of Aqaba to Israeli shipping.

In 1956 Britain, France and Israel co-ordinated a combined attack on Egypt, the Israelis broke up the Egyptian army again, and British and French troops landed. President Eisenhower's Secretary of State, John Foster Dulles, denounced the attack in some of the most moralistic language in the history of diplomacy, and the invaders pulled back. Israel gave up the Gaza Strip, but the festering question of the Aqaba blockade remained, and the cease-fire was not "peace," only a truce.

The Israelis, tormented by blockade, by streams of threats, by Arab insistence that everybody was still at war, got a new sense of menace from Nasser's recent pressures and a growing feeling that they must depend on themselves alone.

Is it open to doubt that renewed fighting was inevitable?

The fat was in the fire. A solution will become possible, one presumes, only if we and the USSR can discover a mutuality of interest in avoiding super-power confrontations and working together to help bottle up the pressures again. Moralistic posturings will not help. The animosities in the Middle East are real. Solutions must be realistic.

The Guild Reporter

ELLIS T. BAKER, Editor

and
Director of Research & Information

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American Newspaper Guild

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SEEMS

TO US

Cleveland Supports Reuther Invitation

CLEVELAND, OHIO

Editor:

Local No. 1 endorses the recommendation of the Newspaper Guild of Boston that Walter Reuther be invited to address the American Newspaper Guild convention in Ottawa.

At its May meeting the Cleveland executive board voted unanimously to urge a convention invitation for the outstanding spokesman for progressive change in the American labor movement.

Reuther represents a view that we believe the American News-

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.

paper Guild should share. His concern about social issues must be our concern. His dedication to organizing the unorganized must be our dedication.

We heard George Meany in Washington last year.

We want to hear Reuther in Ottawa this year.

BETTY KLARIC
President
Cleveland Guild