

1-Year Increase Of \$17 Won In Allentown Top

Allentown, Pa.—A \$16.95 increase in the reporter top minimum and increases ranging up to \$34.05 in other minimums have been won by the Lehigh Valley Guild for a one-year contract extension at the Allentown Call and Chronicle.

The Guild also won a length-of-service premium that will bring additional increases to 38 employees, including one as high as

\$17.25 extra to one 30-year employee.

The increases—including the largest annual average increase in a key top minimum to be won in any Guild settlement in two decades—were negotiated after management asked that an unexpired 35-month contract be reopened so that wages could be increased to halt an exodus of staff members. The reporter top minimum,

which was to have gone to \$148.05 Aug. 1 in the final step of the old contract, is increased to \$147.94 on signing and will go to \$153.98 July 28, \$159.53 next Feb. 4 and \$165 Aug. 4, 1968, a total of \$16.95 over the old final top. With the extension, the contract will expire July 31, 1969.

The \$16.95 figure exceeds the previous two-decade Guild high of \$16.73 in annual average in-

creases, reached in a contract negotiated only last month at the Pittsburgh Post-Gazette.

Other increases in top or flat minimums resulting from the one-year contract extension include:

- Display-ad control-desk head—\$34.05, to \$135.
- Assistant telegraph editor—\$32.74, to \$187.50.
- Telegraph editor and assistant city editor—\$26.77, to \$195.

- Sports editor—\$25.99, to \$187.50.
- Darkroom technicians—\$25.01, to \$112.50.
- Deskmen—\$21.75, to \$172.50.
- Copy boys—\$21.15, to \$75.
- Outside classified salesmen—\$21.41, to \$156.
- Display salesmen—\$16.65, to \$162.

(Continued on Page 2)

Rosenstock Not To Run Again; Woods To Seek Top ANG Post



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Top Raised \$20 In Chattanooga

Chattanooga, Tenn.—A \$20 increase in the reporter top minimum, plus \$4.50 in pension and insurance benefits, have been won in a two-year contract at the Chattanooga Times and Post.

The Chattanooga Guild also won the first no-discrimination clause to be negotiated at any Southern daily. It requires the publisher to hire "without regard to sex, race, creed, color or national origin."

Union Fines Legal, High Court Rules

The Supreme Court ruled last week that unions can fine members who cross picket lines and enforce payment by court action.

The high court overturned an appellate-court ruling that the United Automobile Workers' Union was guilty of an unfair labor practice when it levied fines on members who crossed picket lines at the Allis-Chalmers Co. in 1959 and 1962 and took legal action to collect them.

Twenty-three Times advertising salesmen, fined by the New York Guild for crossing picket lines during a 1965 strike against the Times, had submitted a "friend-of-the-court" brief asking that the lower-court ruling be upheld.

But the judges, in a 5-to-4

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General increases range from \$6 to \$16 over the two-year span. Step-up minimums are increased as much as \$23.

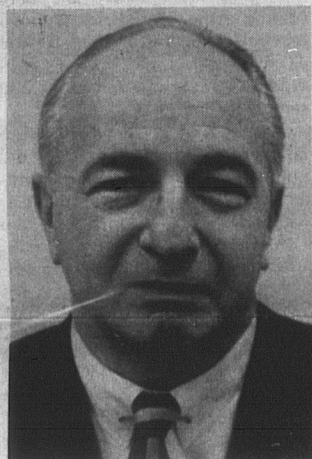
Publisher pension contributions are increased \$1 each year, to a total of \$8.50 a week per employee. Health-insurance improvements will cost the company an additional \$2.50 a week.

The reporter top is increased \$10 retroactive to Nov. 16 and \$10 next Nov. 16, to \$160. The top for women's-news writers is increased \$3.50 and \$12, to \$135.

The top for society writers is increased \$5.70 and \$10, to \$110—\$10 higher than originally negotiated in a settlement rejected by ANG's Contracts Committee. The local also improved the top minimum for librarians by \$5 after returning to the bargaining table, raising it a total of \$15.70, to \$110.

General increases of \$8 each

(Continued on Page 2)



ARTHUR ROSENSTOCK



JAMES B. WOODS

Conniff: '8 Months Too Few For WJT Success'

The editor of the New York World Journal Tribune told a National Press Club audience this month of his dismay on being told that the paper, which he thought had turned the corner toward success, was being folded after only eight months of publication.

Frank Conniff said he had felt that the paper, "a baby of the union of three dynasties," had "mastered most" of its early problems by the first of the year and that "we were beginning to produce the kind of paper we were trying to get."

While declaring that "eight

months is hardly enough for a newspaper to catch on," he said "we had every reason to believe we had won acceptance and a niche in New York."

"We had attained an iron-clad circulation of nearly 700,000 without once using any of the standard gimmicks of afternoon papers," Conniff declared, blaming the paper's "dilapidated equipment" for circulation not being 100,000 higher.

"We also had acceptance by the class, quality merchants of New York," he said in a June 6

(Continued on Page 4)

McLaughlin, Lane Also To Leave IEB

ANG President Arthur Rosenstock said this week that he will not seek re-election this year, and International Vice President James B. Woods announced his candidacy for the office.

Two long-time regional vice presidents, Richard P. Lane of Memphis and Daniel A. McLaughlin of North Jersey, have also announced they will not seek re-election.

A third regional vice president, Robert J. Rupert of Ottawa, said he does not plan to run again. Executive Vice President William J. Farson, Secretary-Treasurer Charles A. Perlik, Jr., and other incumbent members of the International Executive Board have announced that they will run again, with the single exception of Vice President Kenneth E. Rieger of Toledo. Rieger said he is still undecided.

Seven other candidates also have announced they will run for regional or at-large seats on the board.

Rosenstock, president since 1959, has served in the office longer than anyone else, including the Guild's founder and first president, Heywood Brown.

In a statement announcing his decision not to run, Rosenstock, who previously served as regional vice president from New York, expressed his thanks to those who have supported him and called for "continuity of Guild services and leadership." (Text of Rosenstock statement on Page 2.)

Woods has been vice president from the Guild's Midwestern Region 3 since 1955, serving from the start as chairman of the IEB's key Collective Bargaining Com-

(Continued on Page 2)

'Only The Beginning'

Guild Wage Gains Up 50 Percent In Last Year

GUILD SETTLEMENTS were BIG and record-making again in fiscal '67—more than twice as large as they were five years ago and half again as large as last year.

For the third straight year ANG locals experienced their greatest bargaining gains since the catch-up round of increases in '46-'47, which followed the ending of the World War II wage freeze.

Locals racked up gains in various key top minimums as high as \$13.75 for one year... \$28 over two years... \$34 over 30 months... \$42 over three years.

In 15 newspaper settlements, covering 20 dailies, top minimums in key classifications will go to \$200 or better—to as high as \$233—during the contract term. At the close of fiscal '66 there were nine daily newspapers where \$200 or better

The accompanying account of Guild wage gains is excerpted from the Collective Bargaining Section of the Officers' Report to next month's ANG Convention. It covers not only settlements for the fiscal year ended April 30 but key settlements since then.

had been negotiated. That figure increased to 29 dailies by the time fiscal '67 ended April 30 (and to three more early in fiscal '68).

On top of these spectacular increases a number of even more spectacular raises established parity for outside classified salesmen and circulation district managers with reporters and display salesmen. When fiscal '67 opened there were no outside classified salesmen or circulation district

managers covered by \$200-or-better top minimums. Now \$200 or better is provided for outside classified at eight dailies and for district managers at two (and was being offered for outside classified at two more for a total of 10).

No local wore the crown long in fiscal '67.

And already, as fiscal '68 gets underway, a better settlement than \$42 over three years has been negotiated—\$46 in 33 months. And at another local an even greater settlement on a pro-rata basis—\$16.95 in one year—has been hammered out.

Guildsmen can tell one another, "You ain't seen nothin' yet."

For we've only made a beginning—and a small beginning at that—toward the pay newspaper employees deserve.

(Continued on Page 6)

Rosenstock Won't Run; Woods To Seek Post

(Continued from Page 1)
mittee. He is a former president of the St. Louis Guild and state editor of the Post-Dispatch.

Noting that he had previously announced he would not run for re-election as Region 3 vice president, Woods said Rosenstock's announcement "that he will not be a candidate for re-election puts matters in a different light."

"Several leaders in various segments of ANG have urged me to seek his vacant post," Woods declared. "While I felt that 12 years as a vice president was sufficient, I would feel honored and privileged to serve as president or at least to seek the office."

"I plan to do so, and I would hope to have the support of Arthur and all Guildsmen."

Meanwhile, four candidates were announced for the Northeast regional vice presidency and one for the Canadian regional post.

Thomas M. Buckley, Jr., former president of the Pawtucket Guild; Joseph B. Downey, president of the Boston Guild; Joseph R. Martin, former president of the Philadelphia Guild, and Carl Pesavento, past president of the Wilkes-Barre Guild, announced their candidacies for the Region 1 seat now held by McLaughlin.

Ross Miller, first vice president of the Toronto Guild, said he will seek the Region 6 vice presidency, held by Rupert.

A sixth candidate, Joe Holt Anderson, Jr., past president of the Washington-Baltimore Guild, announced he would run for either the Region 2 seat presently held by Lane or for an at-large seat on the board. His candidacy was announced in a letter to all locals from Robert L. Asher, present president of the Washington-Baltimore Guild.

The seventh candidate, James G. McMahon, treasurer of the Detroit Guild, announced he would run for either the Region 3 seat or at large.



RICHARD P. LANE



DANIEL A. McLAUGHLIN

Nominations will be made at the Guild's 1967 Convention July 24 through 28, with any contests to be settled in a membership referendum afterward. Members of the new IEB will begin their two-year terms in October.

Incumbents who have announced they are running again, in addition to Farson and Perlik,

are West Coast Region 4 Vice President Hugh H. Harrison of Seattle-Tacoma, New York Region 5 Vice President Bernard W. Stein and At-Large Vice Presidents George M. Muldowney of Wire Service, Robert D. Nordin of Vancouver-New Westminster, Barney Peterson of San Francisco-Oakland, Marshall W. Schiewe of Chicago and Noel Wical of Cleveland.

Peterson's and Harrison's candidacies were announced at a Western District Council meeting June 3 and 4.

Wical and Schiewe announced their candidacies the same weekend at a joint meeting of the Pennsylvania-Ohio-Indiana and Midwest councils, at which they reported on the May IEB meeting and its recommendations to next month's convention. It was at this meeting that Woods announced his decision not to run for re-election as Region 3 vice president.

At a separate meeting the same weekend the Midwest Council voted to endorse Schiewe's candidacy.

McLaughlin announced his decision not to seek re-election in a Region 1 newsletter and at a Middle Atlantic District Council meeting in Scranton June 10 and 11. Pesavento's and Martin's candidacies were announced at the same meeting.

Rupert told a Canadian Council meeting May 28 that he did not plan to seek re-election. Miller, who is president of the Canadian District Council and the Conference of District Councils, announced his candidacy the following week.

Rosenstock, who is supervisory librarian of the New York Post, became a charter member of the New York Guild in 1933 while working on the Bronx Home News. He served as chairman of the Home News Unit for three years.

He was local president in 1953-

Rosenstock: 'Heartfelt Thanks After A Long Run'

Following is the text of ANG President Arthur Rosenstock's statement announcing his decision not to seek re-election.

It is my unalterable decision not to stand for international Guild office at the 1967 Guild Convention in Ottawa.

As show business has it: It has been a long and sustained run, and I wish to express heartfelt thanks to myriad Guildsmen who have been so considerate through the many years.

We all owe an obligation to help assure stable continuity of Guild services and leadership.

At the May IEB meeting discussions revealed the probability that a number of vice presidents might not run again. This, of course, is subject to their final decision.

It is my earnest hope that one of them, a most devoted, qualified and productive member, will make himself available for this office.

In that event, it would be high honor and fulfillment to place his name before the delegates in Ottawa.

I am sanguine that support for him would be overwhelming.

54. He also was representative-assembly chairman and served for many years on the executive committee. Earlier he had been chairman of the Committee for Guild Unity, which led the drive that ousted left wingers from the New York Guild leadership in the late 1940s.

Rosenstock served as ANG regional vice president from New York, from 1955 through 1957. He currently represents ANG on the executive committee of the International Federation of Journalists.

McLaughlin, first vice president of the North Jersey Guild, has served on the IEB for 10 of the past 12 years, first as an at-large vice president and then as a regional representative. He is chairman of the IEB Organizing Committee and is a member of the executive committee of the Inter-American Federation of Working Newspapermen.

Lane, a former Memphis Guild president, joined the board in 1955 at the same time as Woods and has served continuously ever

since. He is chairman of its Appeals Committee and served before McLaughlin on the Inter-American Federation's executive committee.

Rupert, who is president of the Ottawa Guild, was elected to the board two years ago.

Top Up \$17 In Pact At Allentown

(Continued from Page 1)

Under the new length-of-service provision, employees will receive a premium of two percent of their top minimums after 10 years' service and an additional two percent for each additional five years up to a maximum of 30.

The extra \$17.25 increase for one, 30-year employee receiving the full 10-percent premium will give him \$39 more in basic and premium increases that he would have had under the old contract.

The Guild also negotiated an increase in the ceiling for a 10-percent night differential, which will go from \$12 to \$14 immediately and to \$15 in August 1968. And the company granted extensive merit increases for the first time during bargaining.

Management approached the Guild last November, little more than a year after negotiating a 35-month agreement that increased the reporter top minimum only \$16.27.

The company said it wanted to increase wages further to halt the departure of key employees and proposed a schedule that would have increased the reporter top by \$10.35 for the extension.

The craft unions accepted a similar offer, but the Guild said it wasn't enough and pressed for more. Key employees—including Guild President Bradford O'Hearn—continued to leave for higher-paying jobs, and this month management finally agreed to a schedule providing \$6.60, or 63 percent—more than it originally offered.

The Guild-won improvements are being extended to the crafts.

... Chattanooga

(Continued from Page 1)

year will go to employees earning \$175 and over, \$7 each year to those earning from \$150 to \$174.99, \$6 to those from \$125 to \$149.99, \$5 from \$100 to \$124.99, \$4 from \$75 to \$99.99, and \$3 below \$75.

The Guild also won a differential of \$1 per shift for employees reporting before 6 a.m.

Unions Can Fine Strikebreakers, Court Rules

(Continued from Page 1)
decision, rejected the contention that the UAW's action constituted illegal coercion of the strikebreaking Allis-Chalmers employees.

Justice William J. Brennan, Jr., speaking for the majority, said the right to cross a picket line without penalty was one union members had to forgo once the majority voted to strike.

"The employee may disagree with many of the union decisions but is bound by them," Brennan said in an opinion joined by Chief Justice Earl Warren and Justices Tom C. Clark and Abe Fortas. Justice Byron R. White wrote a concurring opinion.

"National labor policy," said Brennan, "has been built on the premise that by acting through a labor organization freely chosen by the majority, employees have

the most effective means of bargaining. The policy, therefore, extinguishes the individual employee's power to order his own relations with his employer."

"Integral to this federal labor policy has been the power in the chosen union to protect against erosion its status under that policy through reasonable discipline of members who violate rules and regulations governing membership. That power is particularly vital when the members engage in strikes."

Justices Hugo Black, William Douglas, John Harlan and Potter Stewart maintained, in a dissenting opinion, that "a court-enforced fine is certainly coercive."

But the majority said the history of congressional action on the Taft-Hartley Act does not support the conclusion that prohibitions against "restraint or coercion" of employees were meant to apply to a union's "imposition of fines on members who decline to honor an authorized strike" and its "attempt to collect such fines."

"To say that Congress meant to strip unions of the power to fine members for strikebreaking, however lawful the strike vote and however fair the disciplinary procedures and penalty," said the majority, would be "to attribute to Congress an intent at war" with its effort "to fashion a coherent labor policy."

In New York, before the court decision, the Times ad salesman

and 36 other fined strikebreakers filed unfair-labor practice charges accusing the Guild of attempting to "restrain and coerce" them by fining them for crossing Guild picket lines at the Times. The charge was filed June 6 with the National Labor Relations Board.

Court Declares Strikers Must Get Vacation Pay

An employer must pay accrued vacation benefits to employees even if they are on strike, the Supreme Court ruled last week.

The court, in a dispute similar to a current one involving the Washington-Baltimore Guild and the Bureau of National Affairs, held that Great Dane Trailers Inc. of Savannah must make vacation payments to employees involved in a 1963 Boilermakers' strike.

The company had rejected the claim for benefits on the ground that the contract providing for them had been terminated, although it made the payments to nonstriking employees. The National Labor Relations Board found it guilty of discriminating against the strikers, but an appeals court threw out the decision because antiunion motivation had not been proved.

However, Chief Justice Earl Warren, speaking for a 7-to-2 Supreme Court majority, said that if discriminatory conduct is "inherently destructive of important employee rights," proof of anti-

union bias is unnecessary.

At BNA, the company has refused to pay accrued vacation benefits to eight employees who resigned during last year's seven-month Guild strike, claiming that they violated the contract by failing to give notice. The Guild is preparing to take court action to compel arbitration.

Greensboro Petitions For 'Hello' Girls

Greensboro, N.C. — The Greensboro Guild is seeking to add four telephone operators to its editorial unit at the Greensboro News and Record.

The company, currently embroiled in a protracted series of disputes with the Guild, contested inclusion of the operators in the bargaining unit at a National Labor Relations Board hearing on the Guild's representation petition June 19.

The company, meanwhile, has filed a request to reopen a Federal Court case in which it was ordered to adhere to a contract provision requiring maintenance of the status quo in unresolved grievances. The Guild promptly asked for a declaratory judgment dismissing the petition.

Date Change

The Guild Reporter, normally published the second and fourth Fridays of each month, will be published on the first and third Fridays next month.

Publication dates are being moved ahead to July 7 and 21 to permit publication on the eve of the Guild's 1967 Convention July 24 through 28. Normal publication will be resumed in August, with a 16-page convention issue scheduled for Aug. 11.

ANG To Assist Mediator Moves Into Hawaii Strike

ITU Study In Antitrust Fight

ANG has agreed to contribute up to \$2,500 as its share toward financing a \$10,000 study initiated by the International Typographical Union to provide ammunition against legislation to exempt the merger of "failing newspapers" from the antitrust laws.

Other printing-trades unions are also being asked to support the research effort. Results of the study will be used in testimony before the Senate Antitrust and Monopoly Subcommittee.

The committee had been scheduled to open hearings on the bill June 27 but postponed them this week because of the Senate debate on censure of Sen. Thomas J. Dodd. No new date was set.

The Guild and the ITU both are scheduled to testify at the hearings, as are publishers.

The bill, introduced by Sen. Carl Hayden of Arizona, would grant antitrust immunity to mergers and semimergers involving any newspaper that "appears unlikely to remain or become a financially sound publication."

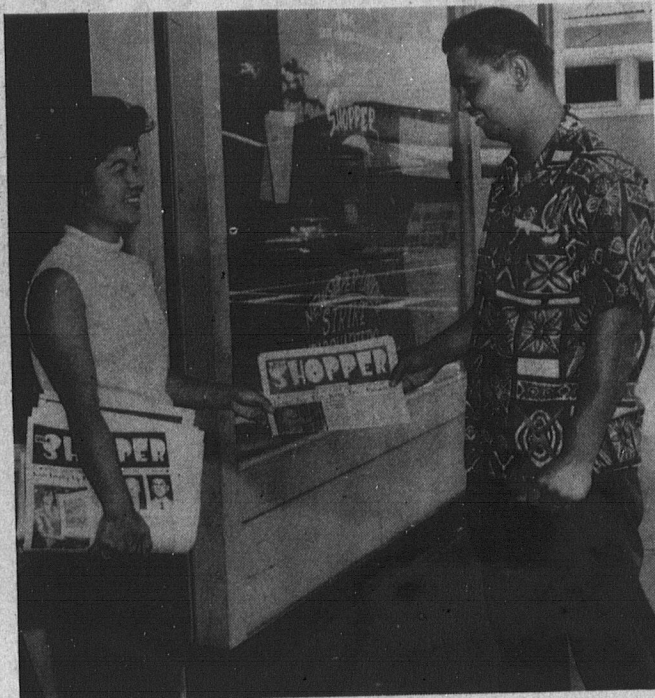
ANG officers told the committee in a letter last month that the bill would accelerate the trend toward newspaper monopoly.

Newhouse Expands CATV Ownership

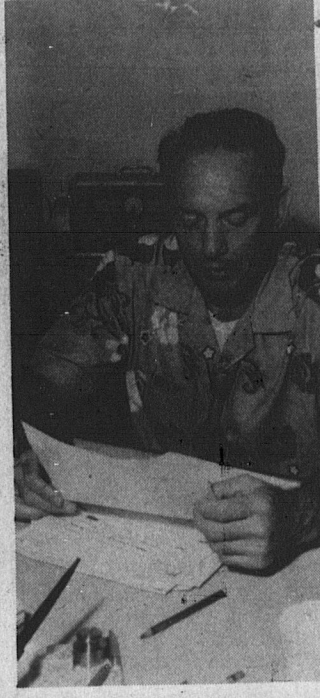
Publisher S. I. Newhouse's CATV company, Newhouse Microwave Corp., 50-percent owner of the New York-Penn Microwave Corp., has purchased the remaining 50 percent, subject to Federal Communications Commission approval.

New York-Penn Microwave carries New York City television to CATV stations in Southern New York and Pennsylvania.

Meanwhile, stockholders of another Newhouse company, Conde Nast Publications, have approved a merger with a new Newhouse firm, the Patriot Nast Publishing Co., which also publishes the Harrisburg Patriot and News.



PLUGGING THE GAP: Hawaii Guild members help fill the news hole created by strike against the Hawaii Tribune-Herald. At left, Katherine Okunami distributes copies of the unions' interim shopper outside joint union strike headquarters. At right, James Rood broadcasts news bulletins during the unions' daily newscast over Station KPUA.



Hilo, Hawaii—A federal mediator stepped into the five-week old Hawaii Tribune-Herald strike last week, but negotiations continued suspended.

Both mediator Reynold Hagist and State Atty. Gen. Bert T. Kobayashi met with representatives of management, the Guild, the Typographical Union and the Pressmen for exploratory talks.

Gov. John A. Burns, who made a public announcement of the meetings after the Hawaii Island Chamber of Commerce urged federal mediation, termed the talks "progress toward negotiation." But direct bargaining was not immediately resumed.

Meanwhile, the unions' interim shopper expanded its press run to 15,000 and increased its pages from 24 to 28 as advertising almost doubled over the initial issue.

The unions estimated that more than 4,000 subscribers have canceled their subscriptions to the strikebreaker-produced Tribune-Herald, reduced to eight pages by an advertising boycott that has left it virtually without ads. The paper had a circulation of 11,000 before the strike.

Last week the Hawaii County government announced that it was withdrawing all its legal advertising, the Tribune-Herald's last major source of ad revenue.

Employees of a Hilo automobile dealer, members of the International Longshoremen's and Warehousemen's Union, held a stop-work meeting June 17 after the concern placed an ad in the struck paper. The ILWU has sent in an international representative to help the striking unions.

The strike is being directed by a joint strategy committee headed by Andres A. Baclig, Jr., of the Guild. Fred Lee, administrative officer of the Hawaii Guild, and representatives of Honolulu printers' and pressmen's locals are serving as advisors.

The unions are circulating a fact sheet on the strike, which began May 21 when the company refused to rescind the dismissal of five printers and pay cuts for others announced in conjunction with conversion to offset printing.

The fact sheet placed "exclusive responsibility" for the strike on Donald W. Reynolds, whose Donrey Media Group owns the Tribune-Herald and a string of other papers on the mainland.

Reynolds, it related, "has a long record of labor-baiting and union hating," having "forced strikes in Alaska and in Nevada." When he took over the Tribune-Herald in 1953, it said, "he tried to force the Newspaper Guild to tear up its contract and accept the terms and conditions under which his nonunion employees work on the mainland."

"Prior to Reynolds' taking over the paper," the unions said, "labor relations at the Tribune-Herald were excellent," with disputed issues being "settled amicably across the bargaining table." Profits, it noted, were "excellent."

J.F. Dutko Dies; Led Wilkes-Barre Unit

Wilkes-Barre, Pa.—Joseph F. Dutko, former chairman of the Wilkes-Barre Guild's Sunday Independent Unit, died at his home June 4. He was 62.

Dutko was assistant managing editor of the Independent, having worked for the paper 43 years. He helped organize the Guild, served on the local's executive board for many years and was one of the original trustees of the Independent Employees Pension Fund.

Fired After Changing Job To Stay In Guild, Oregon Officer Reinstated

Coos Bay, Ore.—An arbitrator has summarily rejected the Coos Bay World's attempt to fire the Coos Bay Guild's treasurer less than two weeks after signing an initial labor contract.

The arbitrator, Stephen Parker, ruled that Treasurer Dolores K. Harvey, who transferred from an exempt position to classified-ad clerk rather than resign from the Guild, could not be considered a probationary employee and was dismissed without just and sufficient cause.



Mrs. Harvey

He ordered her reinstatement with full back pay to the date of her dismissal, Jan. 26.

Mrs. Harvey, a circulation-department employee for 11 years, chose to transfer to classified last September when she was told she could not remain as confidential secretary to the circulation manager and retain Guild membership.

The Guild signed its initial contract with the World in mid-January. The ink was hardly dry when management told her she was fired, claiming she was a probationary employee under the contract.

Parker said "no reasonable interpretation" of the probationary

clause could make it apply to Mrs. Harvey.

"Job transfers are not tantamount to new employment," he declared, pointing out that the company had paid her maximum severance and vacation pay based on 11 years' service in dismissing her.

The arbitrator also rejected the company's challenge to Mrs. Harvey's competency, terming the evidence offered in support of the claim insufficient. He said the job training offered Mrs. Harvey was "inadequate," citing testimony that on-the-job instruction by her supervisor was increased following her discharge.

Guild Goes To Court To Save Oakland Increases

San Francisco, Calif.—The San Francisco-Oakland Guild has filed suit in Federal Court to set aside an arbitrator's award that would deprive dozens of Oakland Tribune employees of contractual general increases.

At stake is up to \$11 per week for reporters, photographers and other employees to whom the Tribune is refusing to pay annual general increases.

Although not involved in the case, the San Francisco Chronicle and Examiner have indicated they, too, intend to withhold from many members a \$6 general increase due under a citywide contract next September. A separate grievance action is expected there.

The suit, filed May 31 in U.S. District Court, seeks to vacate part of an arbitration award rendered in April by Hubert Wyckoff.

Even company officials were startled by the Wyckoff decision, parts of which say the Tribune should have paid some members much more than the Guild itself claimed. The award was described by Guild Executive Secretary Fred Fletcher as "the most confusing 10 pages I've read in years."

Like the San Francisco citywide contract, the Tribune agreement provides general increases for all employees at the beginning of each of the contract's three years. For those earning \$160 weekly or more, the successive increases are \$5, \$5 and \$6 or the increases on the minimum-salary schedule, whichever are greater.

Last October the Tribune failed to pay the \$5 increase in cases where the employee had already

received \$16 under the current contract and then was receiving \$200 or more. The Tribune contended that the contract meant to guarantee only that experienced key editorial employees would get at least \$16 in pay increases and would reach \$200 a week during the term of the agreement.

The Guild's position is that the contract shows its intent: to phase in a \$200-a-week top minimum and to give all employees, regardless of any other increases, annual general increases that have been a fixture in Bay Area contracts for a generation.

The grievance last fall also involved a swing-pay issue. The Tribune refused to pay \$207.50 a week to swing men who had been assigned the \$200 top minimum, despite contract language clearly saying that swing men must be paid "\$7.50 per week in addition to the minimum herein set forth."

The company, stating that Wyckoff had upheld the Guild on the swing-pay issue, now has paid increases and back pay to the swing men involved. In some cases, however, the swing men are still being paid less than they should be, the Guild said.

The Guild's suit asks the court to set aside "so much of the ... award that would deny some em-

ployes who are earning more than \$160 per week the general increases ... of \$5 per week, effective Oct. 16, 1966, and \$6 per week, effective Oct. 15, 1967."

The suit contends that Wyckoff exceeded his authority by handing down a decision that would, in effect, rewrite rather than interpret the contract.

Meanwhile, a showdown was approaching on the same issue at the San Francisco papers, which have indicated that they will not pay \$6 increases next September to those who by that time will be at \$200 or more and will have received \$16 or more in increases.

Hearst management apparently hopes to make doubly sure it will succeed in this by employing a strange new twist.

In February, a month before another 15 percent of key editorial employees had to be assigned the \$200 top, the Examiner handed out pay increases of \$6 or more a week to 19 members, bringing them to \$200 or more a week.

The Guild then informed the Guild that those increases actually were next September's general increases, "anticipated" and paid in advance. By this maneuver the Examiner apparently hopes to avoid paying the same members \$6 a week, forever, starting next September.

J. F. Donovan, 48; Ex-UPI Chairman

Jersey City, N. J.—James F. Donovan, 48, former chairman of the Wire Service Guild's Washington United Press International Chapter, died here June 17.

Donovan, who covered the Justice Department and Capitol Hill for UPI during a 16-year stint until 1960, had been a member of the Wire Service representative

assembly and of its UPI negotiating committee.

Donovan worked for the Wall Street Journal and the New York Journal-American before joining UPI. In the last six years he edited the U.S. Chamber of Commerce's legislative newsletter and was a writer and editor for the Commerce Department and later the Public Health Service.

Pension Plan

A Memorial To Fit

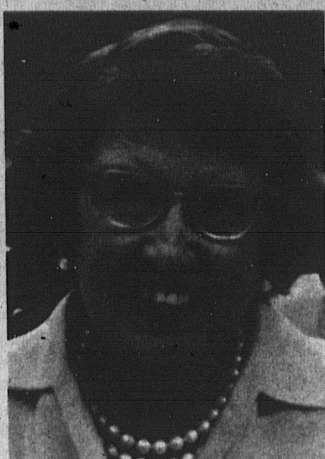
Bakersfield, Calif.—The Bakersfield Guild is seeking the establishment of a pension plan as a memorial to veteran Guildswoman Mae Saunders, who led a 12-year struggle to achieve one.

Miss Saunders, chairman of the local's pension committee since 1955, died of cancer June 1 at the age of 62. A check for her monthly dues reached the Guild only hours before news of her death.

Miss Saunders, a reporter for the Bakersfield Californian for 46 years, helped found the Bakersfield Local in 1948 and was one of its most active members.

She held numerous Guild offices, including that of treasurer, and was active in other organizations, serving on the boards of numerous charitable and humanitarian organizations. But the activity for which fellow workers best remember her was the struggle for a pension plan that would provide them with security in retirement.

The local, deciding that there was no more fitting memorial, is accepting contributions for a fund to finance the costs of preparing and bargaining that plan.



MAE SAUNDERS

Deskman Is Cleared In 'Fair-Trial' Case

Toronto, Ont.—An arbitration board has revoked a one-month suspension imposed on a Toronto Star deskman for passing a story that resulted in a mistrial and the threat of a contempt-of-court citation for the Star.

But the board refused to revoke a week's suspension imposed on a rewrite man who inserted information about a previous conviction in the story, about a robbery defendant who had appeared in court 80 times. The rewrite man said he did not recall being told about a judge's admonition to the press not to mention the conviction.

Rae Corelli, an acting assistant city editor last Oct. 7 when the story was published, had given it to the rewrite man, Ed Roworth, for a new lead. Roworth inserted the conviction reference lower down in the story, the arbitration board noted, doing so to explain the revised lead.

Corelli, who was going off duty when the story was handed back,

scanned the lead and passed it on to his successor, Frank Kennedy, without realizing that a reference to the defendant's conviction had been inserted. Kennedy, thinking that Corelli had read the whole story, sent it through without reading it himself.

A mistrial was declared in the robbery case and the Star was threatened with a contempt citation. A decision on contempt action is being held in abeyance pending a new trial in the robbery case.

The Star suspended Corelli, Roworth and Kennedy on the basis of a policy-book rule against listing defendants' criminal records. The Toronto Guild contested all three cases, but Kennedy asked that his three-day suspension not be arbitrated.

The arbitration board, in ordering the Star to pay Corelli his lost month's wages, said "his responsibility for that story while he had been in control of the desk had been accomplished."

\$14 Won, Fringe Gains Remembered At Alamo

San Antonio, Tex.—Wage increases ranging up to \$14 and widespread fringe gains have been won in a new one-year contract between the San Antonio Guild and the Alamo Messenger, archdiocesan weekly.

The Guild won a 37½-hour week, a pension plan, an increase from 26 to 64 weeks in the severance-pay ceiling, ninth and tenth paid holidays, improved vacation provisions and a reduction in employee health-insurance payments.

The top minimum for reporters and production employees is increased \$11.50, to \$126.50; that for production manager \$14, to \$154; that for news editor \$12.50, to \$137.50, and that for circulation clerks, \$8, to \$88.

Maintenance employees are added to contract coverage, and the contract provides for a full Guild shop instead of an agency shop whenever Texas's "right-to-

work" law is repealed.

The publisher will contribute \$20 a month per employee to finance a new pension plan and will pay the entire cost of hospitalization insurance. Employees formerly paid part of the cost.

The service requirement for a fourth week's vacation is reduced from 15 years to 10, and six months' maternity leave—at least 10 weeks of it with pay—is provided.

An added clause: "The publisher agrees to remove the time clock to provide for a smoother operation."

Denver, Colo.—Proofreaders at the Catholic Register voted 6 to 0 in a National Labor Relations Board election last month to switch representation from the Denver Guild to the Denver Typographical Union. The Guild continues to represent editorial employees at the Catholic weekly.

Times, News Nearing Decision On Move Into Afternoon Field

New York City—The New York Times and Daily News last week moved closer to a decision on establishing new afternoon newspapers as a fourth union, the Pressman, reached a contract settlement with the two major dailies.

The New York Guild resumed bargaining with the News after an interruption of two months but reported little progress. Bargaining was to be resumed at the Times late this week.

The Pressmen settled on terms similar to those previously won by the printers, providing for a 21-percent wage increase and fringe gains.

Women's Wear Daily reported that the News would begin publishing an afternoon paper to replace the World Journal Tribune the week after Labor Day.

A News spokesman said it would be weeks before the paper was ready to confirm or deny the report but disclosed that a newspaper designer had been retained to work on a possible afternoon paper and that a full sample of wire-service afternoon copy has been requested.

The Times, meanwhile, met with the Typographical Union on problems involved in setting up a new paper, including permission to reuse morning ads and type. Union President Bertram A. Powers said he expected to hold similar talks with the News and predicted that either or both would enter the afternoon field.

Women's Wear Daily said the News, a tabloid, will publish a

standard-size paper with two editions.

The Pressmen's settlement with the Times, News and Long Island Press provides a \$31.42 increase to \$180.72 over three years for day-shift pressmen, as well as inequity increases for apprentices and junior pressmen and cost-of-living increases in the second and third years equal to any increase in living costs over four percent. Increased pension contributions and a reduced Saturday-night shift were also won.

A settlement was reached earlier by the ITU Mailers, leaving the Stereotypers, Lithographers and Photoengravers, Paper Handlers, Electrical Workers and Machinists, in addition to the Guild, still bargaining.

Thomas J. Murphy, executive vice president of the New York Guild, had expressed hope that a settlement could be reached at the News by today, before mediator Theodore W. Kheel was scheduled to leave for an international automation conference in Rome. But two meetings last week moved the parties little closer to settlement, and no further sessions were scheduled this week.

The Typographical Union settled this week with the New York Post on similar terms to those at the other papers. The Post and the union agreed to a six-month automation study to begin on Labor Day.

The printers voted overwhelmingly June 18 to ratify their settlement at the Times, News and Press. But a severance-pay dis-

pute with the World Journal was apparently headed for arbitration.

Powers said the company is insisting on paying the contractually required three weeks' severance only to printers who did not receive severance payments from the World Journal's predecessor papers.

The Typographical Union reported last week that despite the fact 530 printers were displaced by the World Journal's closing, none of its members are without jobs. The Times credited "strict job and work controls," limited admission of new members and increased employment by other newspapers.

Powers said the union did not take in any new members following inception of the World Journal and that by the time the paper closed there was a printer shortage in commercial shops. Fifty World Journal employees have gone to these shops and 360 to other newspapers. Other printers have retired or left the city.

Powers said accumulated reproduction has helped absorb some of the displaced printers and expressed hope that a fourth week of vacation would take up any slack that develops. The union, he pointed out, provides for the sharing of available work by requiring that a substitute be hired for a day after a printer accumulates seven hours' overtime.

The number of newspaper printers has declined only slightly, from 3,613 to 3,495, since 1958 despite the disappearance of four papers.

Conniff: '8 Months Hardly Enough'

(Continued from Page 1)

address to the press club, "and we all know that if you get the quality local merchants, the national accounts will follow."

Conniff said he had felt optimistic when a million-dollar February deficit was lowered "by hard management" to \$700,000 the following month. The paper closed one month later.

Conniff said he was told of the decision to close the paper May 4—24 hours ahead of the paper's other employees, who were given the news on the paper's final publication day.

He said the "financial people's" decision to fold the paper was precipitated by the New York Typographical Union's 21-percent settlement with the Daily News, which would have meant an additional cost of three million dollars a year if applied to union contracts with the World Journal.

Conniff said he felt a prospective increase in printers' severance pay from three to eight weeks also played a major part in the owners' decision to shut down the paper when they did.

"Two things" about the paper's management "still enter notes of despair in my mind," Conniff told his audience—its failure to announce plans for a new building and its allowance of only eight months for the paper to become a success.

He said it took seven years for the first Hearst paper in New York to earn a profit when it was started "at the turn of the century." It lost a million dollars one of those years, he pointed out.

It took the Daily News, "by its own admission," three years to turn a profit, the New York Times four years and Time magazine five years, Conniff added.

(The Times, in a June 7 report on the six-month-old Suffolk Sun, said that officials of Cowles Communications Inc., the Sun's parent company, "anticipate three to five years of operating losses before the paper . . . can pay its way.")

"You have to be prepared to take a tremendous shellacking" in the first years of a new paper, Conniff said.

Predicting that another afternoon paper will be started in New York and will be a success, Conniff estimated its publisher will need "at least 50 million dollars to start."

"My own denunciation of the unions," Conniff said, "is that they didn't live up to last year's agreements." There were 55 shutdowns in the early months of the paper's publication, he said, although adding that "most of those troubles had been mastered by

the beginning of 1967."

When asked how many of the shutdowns the Guild might have been responsible for, Conniff said: "I can't think of any."

"Our staff did an excellent job," he said, although he complained that the paper was overstaffed and had 50 to 100 more employees in the news room than any of the World Journal's three predecessor papers. When the World Journal wanted to cut back in the news room, he said, "the Guild wouldn't let us keep the men we'd have wanted."

Conniff said his preshutdown optimism about the paper's future perhaps should have been tempered when one of its three owners, John Hay Whitney, borrowed \$2 from him at a race track.

Conniff said he's since decided to "write off" the debt.

'Review Verdict:**'Skippers Scuttled WJT'**

"It cannot be said that the unions scuttled" the World Journal Tribune, the Columbia Journalism Review said this month in an editorial on the merged paper's sudden sinking. "The three captains, for whatever reasons, did it."

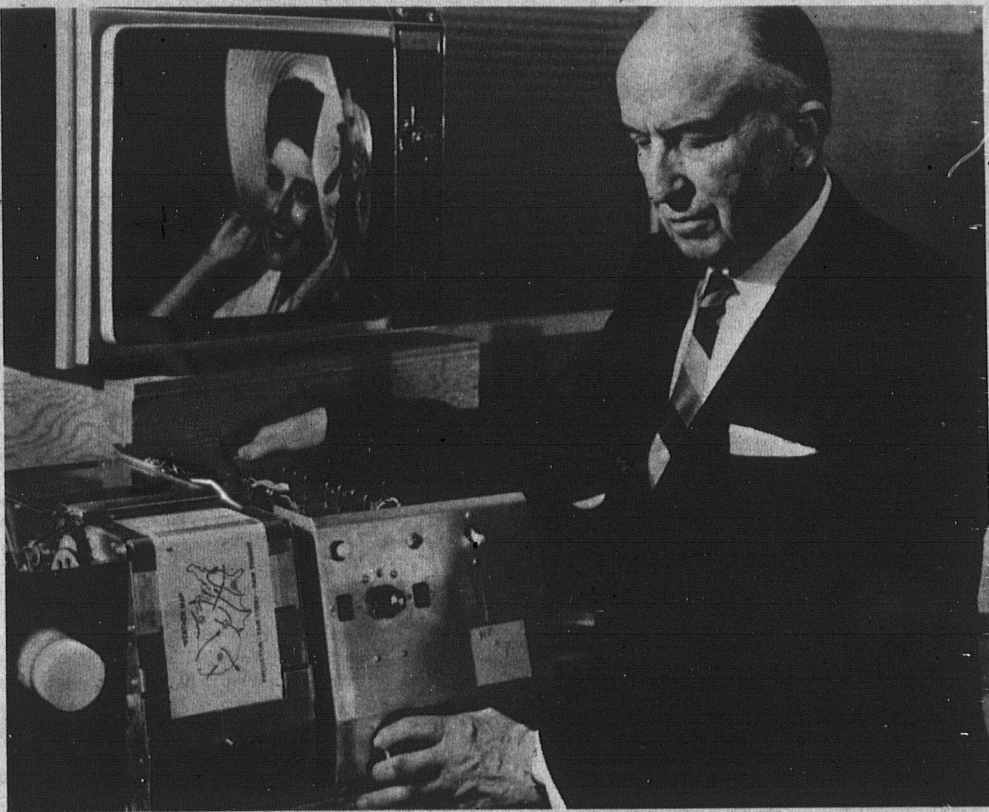
Although stating that the unions "had done little to smooth the paper's path," the Review said that "while union actions are largely on the record, what happened in management has remained secret."

It cited reports that "widely disparate aims and standards" held by the paper's three owners had handicapped its operations, that management had shown "little interest in negotiating for union cooperation in modernization" of "an obsolete plant," that the owners were unable, because of the paper's corporate structure, to write off losses for tax purposes and that Herald Tribune owner John Hay Whitney had lost interest in the merged paper and stopped supporting it.

"The existence of these reports," said the Review, "stands as a challenge to the widely accepted charge that the unions and the unions alone killed the paper."

"The full story of all factors needs to be told."

RCA To Test TV 'Newspaper'



HOME DELIVERY: Dr. Harry F. Olson, research director for the Radio Corp. of America, monitors television facsimile apparatus as it prints out a weather map and forecast while projecting a regular program on the attached video screen.

The day on which newspapers will bypass the front doorstep may be closer than anyone has thought.

The Radio Corp. of America last week applied to the Federal Communications Commission for permission to test the home delivery of facsimile newspapers through commercial television channels.

RCA unveiled an experimental apparatus capable of receiving regular television programs and printing out facsimile material simultaneously. Six operating models are available, and tests will be conducted for six months in the New York City area.

The facsimile signals will "hitch-hike" on regular television channels without affecting home television reception. The subscriber can watch regular programs while the printer taps out the facsimile.

RCA said it will transmit news briefs, sports scores, stock-market tables, cartoon strips, television schedules, syndicated columns,

presidential messages, weather maps and ski reports. Four messages will be transmitted simultaneously—the equipment is capable of transmitting 15—with the subscriber making his choice by flipping a dial.

An electrostatic printing system similar to those used in office copying equipment is capable of reproducing the equivalent of a page from a paperback book every 10 seconds. Present equipment prints on a continuous roll

six inches wide, but RCA said wider copy and an automatic page cutter are feasible.

One problem RCA hasn't solved is how to charge for the service—by a fixed fee, a coupon device or an attachment to the printer.

Dr. James Hiller, vice president of RCA Laboratories, said it will be several years before the system will be generally available.

A Japanese newspaper has been testing similar facsimile equipment for several years.

Air, Rubber Unions Hit Strike Insurance

Strike-insurance plans in the airline and rubber industries came under legal attack this month in two separate union actions.

Six air-transport unions asked the Civil Aeronautics Board not to renew its three-year approval of a mutual-aid plan that expires July 10.

And the United Rubber Workers, in the midst of a strike against three rubber companies, filed unfair-labor-practice charges based on a similar mutual-aid plan.

The airlines and the rubber companies have strike-insurance arrangements under which struck companies are reimbursed by non-striking firms for strike losses. Strike insurance in the newspaper and railroad industries follows a more conventional pattern of premium and benefit payments.

Four struck airlines collected 44 million dollars from nonstriking carriers last summer.

Machinists' President P. L. Siemiller, in announcing the airline unions' move, termed the insurance pact "a strikebreaking device which should be outlawed."

"The strike-insurance plan encouraged the carriers to force a strike," Siemiller said, "delayed good-faith bargaining and thus violated federal law designed to preserve airline peace."

The unions are expected to try to upset the insurance agreement in Federal Court if the CAB declines to outlaw it. A National Labor Relations Board official said the issue of companies organizing to pay strike insurance to one another has never been tested.

Unions moving against the pact, in addition to the Machinists, are the Air Line Pilots, Flight Engineers, Air Line Dispatchers, Transport Workers and the Brotherhood of Railway Clerks.

The Rubber Workers asked the National Labor Relations Board

to outlaw that industry's strike-insurance plan, under which Goodyear and General Tire have been making payments to the struck Firestone, Goodrich and Uniroyal companies. The plan was adopted in April, shortly before the strike began.

Rubber Workers' President Peter Bommarito, in charges filed with the NLRB, said the plan had the effect of "destroying the right to strike and to engage in concerted activity guaranteed by law because the exertion of economic pressure [by unions] is diminished or destroyed."

The union is reportedly considering other action against the plan, including stockholders' suits to bar the use of company funds to pay strike losses of a competitor.

The CAB rejected an earlier effort by the airline unions to have the industry's strike-insurance plan thrown out. The Supreme Court in 1962 held that the railroad industry's strike-insurance plan was legal.

Business Week magazine predicted this month that strike-insurance agreements will spread, reporting that employers are talking of "a united front" to protect themselves against strike losses.

U.S. News & World Report noted other signs of "tougher attitudes" among employers, including resistance to economic demands, co-ordinated bargaining and an increasing use of "sympathy" lockouts.

Seattle Urges Levy To Meet ANG Deficit

The executive committee of the Seattle-Tacoma Guild last week recommended that the 1967 Convention levy a single assessment rather than increase per capita to meet the ANG's General Fund deficit.

The Seattle committee also urged that a Sept. 1 deadline for raising the International Defense Fund's constitutional floor from a million dollars to 1.5 million and a Sept. 1, 1969, deadline for raising it to two million each be set back a year.

The committee, acting unanimously June 14, said a one-month assessment would provide \$60,000 more than the 15-cent increase in per-capita payments proposed by the International Executive Board.

The additional funds, it said, could be used in hiring and training new international representatives "so the Guild can have some hope of recouping membership losses, of growing in the future and of extending union benefits to the majority of newspaper employees who are not yet organized."

Three days earlier the Buffalo Guild voted to oppose the 15-cent per-capita increase.

McCarthy To Discuss 'Challenge To Labor'

Chicago, Ill.—Justin F. McCarthy, Jr., executive director of the Chicago Guild, will participate in a panel discussion on "Urban Society—A Challenge to Labor" at an educational conference here June 29 through July 1.

The conference, sponsored by the Midwest Labor Press Association and the University of Illinois, will weigh the question, "Can Labor Make the Scene in the City?"

Report Is Readied For Convention; Brazilian Unionists To Be Guests

ANG will begin mailing its annual Officers' Report to 1967 Convention delegates June 30, Secretary-Treasurer Charles A. Perlik, Jr., has notified local presidents.

The mailing will begin with West Coast locals, Perlik said, urging delegates to bring the report with them to the convention, to be held July 24 through 28 in Ottawa.

Perlik also reminded delegates to bring copies of their credentials to Ottawa for presentation to the convention Credentials Committee.

Perlik said copies of resolutions for submission to the convention should be mailed to ANG headquarters for receipt no later than July 17. Resolutions may also be submitted at the convention.

Perlik emphasized that, because of unusually heavy travel to Canada this summer, delegates must make reservations at the convention hotel, the Chateau Laurier, no later than July 10 to be sure of obtaining accommodations. Delegates who are planning to stay the night of July 28 should specifically reserve their rooms for that date, he added.

The International Executive Board will hold its pre-convention meeting July 21, the Conference of District Councils will meet July 23 and a panel of circulation delegates will assemble the same date, Perlik announced.

CONVENTION DELEGATES

CLEVELAND—William Barnard, Emerson Batdorf, Michael Kelly, Betty Klaric, James Naughton, Dorothy Sain, Jack F. Weir and Noel Wical.

DENVER—H. Irvin Moss, Jack H. Shannon and Richard E. Wanek.

GARY—Thomas J. Knightly and James A. McGill.

KINGSTON—Robert L. Bain, Jr., LAKE SUPERIOR—Selby Norheim.

LANSDING—James Wallington, LOS ANGELES—Jack Parker, Nicholas Abraham, Lynn Igoe and William (Buck) Lanier.

MANCHESTER—Roland C. Drouin, John R. Clarey and Philip A. Chase.

MEMPHIS—James H. White, Clifford L. Huffman and Richard P. Lane.

PAWTUCKET—Thomas M. Buckley, Jr., and Edward R. Murphy.

PUEBLO—William O'Donnell, SACRAMENTO—Peter Weissner.

ST. LOUIS—James B. Woods, Charles Owen, Charles Beintker, Robert Steinke, Rollin Everett, Barney Wippold, Albert Delugach, William Balota and Frank Suroff.

SALEM—James M. Shea.

SAN ANTONIO—Mary Jane Garcia and Ned Sweet.

STOCKTON—Richard J. Smith, TERRE HAUTE—Fred J. Nation.

YOUNGSTOWN—Robert A. Curry and Lawrence Prunet.

Ten leaders of Brazil's National Federation of Professional Newspapermen will be guests of ANG's Ottawa Convention and several Guild locals during a nationwide tour in July and August.

The group will be headed by Leocadio de Moraes, federation president and secretary of the Inter-American Federation of Working Newspapermen's Organizations. Other members will include presidents of a number of state newspapermen's unions.

Several have attended federation seminars.

Alberto Schtirbu, a representative of the Inter-American Federation, will accompany the group as an interpreter.

The trip, sponsored by the Labor Department and the Agency for International Development, tentatively includes visits to the Pittsburgh, Detroit and Peoria Guilds, as well as to ANG headquarters in Washington. The group is scheduled to arrive July 12 and to depart Aug. 19.

J. L. Shepherd, 38; Ex-York Chairman

Upper Darby, Pa.—John L. Shepherd, Jr., 38, former chairman of the York Guild's Gazette & Daily Unit, died here June 16 following a prolonged kidney ailment.

Shepherd was a Gazette &

Daily reporter from 1955 to 1957, later serving as assistant to the State Highway Department's public-relations director and on the public-relations staff of Smith, Kline & French Laboratories in Philadelphia.

Paper In Dallas Told To Rehire 68 Fired Boys

The National Labor Relations Board this month found the Dallas Morning News guilty of an unfair labor practice in firing and refusing to rehire 68 teen-age mail-room employees who struck over grievances.

The unorganized part-time employees, all high-school and college students from 16 to 18 years old, were fired on the spot in May 1966 when they stopped work to try to persuade the A. H. Belo Corp., which handles the paper's distribution, to discuss their grievances.

A three-man panel of the NLRB, hearing an appeal by the company from a trial examiner's ruling in the case, upheld the examiner, ordered the boys reinstated with back pay and told the company to negotiate with any bargaining agent the boys may choose to represent them.

Guild Wage Gains Up 50 Percent In Last Year

(Continued from Page 1)

Increases averaging \$17.55 at the top reporter level were negotiated in fiscal '67 in 73 two-year newspaper, wire and news-service and news-magazine contracts (or in the first two years of longer-term contracts). This was \$5.68 higher than the comparable average of \$11.87 for the previous year and more than double the comparable average of \$8.19 five years ago, in 1962.

The increases in the reporter top minimums in those 73 contracts averaged \$8.93 the first year, \$7.98 the second, for a total of \$16.91 over the two years. There was an additional 32 cents each year in fringes (health-and-welfare insurance, pensions), for a total increase at the top reporter level of \$9.25 the first year and \$8.30 the second, a two-year total of \$17.55. (The figure on fringes, as in the past, does not reflect all of the improvements negotiated in these areas. In many of the 73 settlements there was no costing-out of fringe improvements. Thus, the actual gain is more than 32 cents each year that can be assigned to fringes.)

The average reporter top minimum in these 73 contracts was \$156.38. With the \$16.91 increase over two years, the average for the 73 goes to \$173.29.

Starting Minimums Up

Based on all Guild contracts covering dailies, reporter starting minimums, currently (June 1) ranging from a low of \$60 to a high of \$135.25 (at the New York Times), were up over the year by \$4.57, from an average of \$88.22 when the year opened to \$92.79 at its close—but still well below what the industry is having to pay to attract beginners.

A Newspaper Fund report issued in the spring showed the average starting salary offered 1966 journalism-school graduates by U.S. dailies was \$105.21. Twenty-eight of the 166 dailies covered by Guild contracts top this figure, with starting minimums averaging \$113.68. Another 24 have starting minimums of \$100 or above. Still 138 offered less than the average \$105.21 offered J-school graduates, demonstrating that our starting minimums continue to run behind actual starting pay despite some large increases in fiscal '67.

Several settlements provided two-year starting increases of \$20 or better, with two providing \$25 and one \$28 (at the Chicago Sun-Times, pushing the starting minimum there to \$140 as of March 1, 1968).

How Locals Did

When fiscal '67 opened, the average reporter top minimum for all dailies covered was \$151.99, and when it closed it was \$157.69—up \$5.70.

In 40 of the 73 settlements of two years or longer negotiated during the year, the old reporter top was higher than the May 1, 1966, over-all average of \$151.99. It averaged \$171.74. With an average \$9.64 raise in the first year and \$8.71 in the second—a total of \$18.35 over two—the average goes to \$190.09.

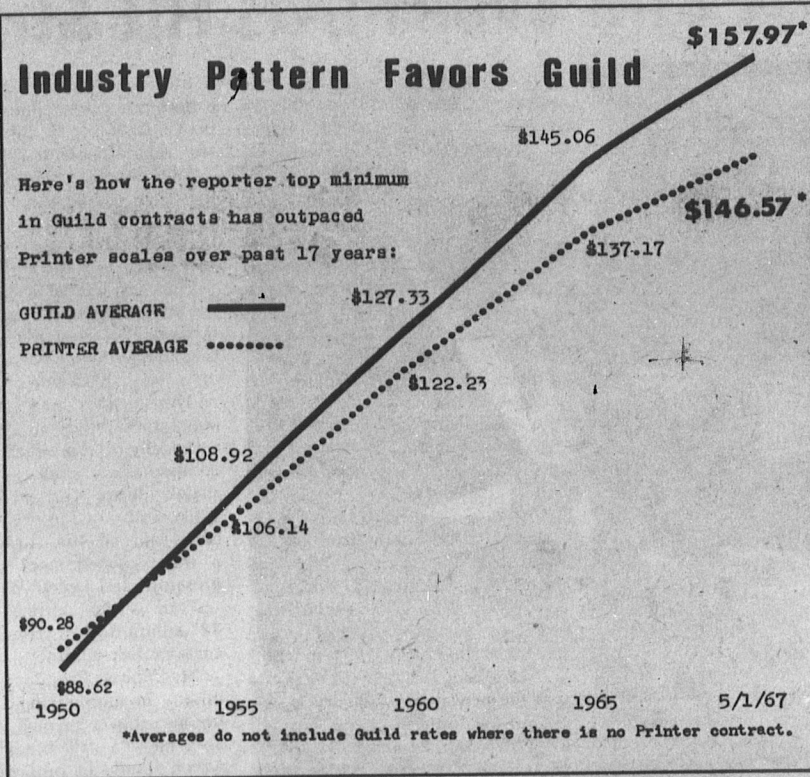
In 33 settlements the old reporter top was below the May 1, 1966, over-all average of \$151.99. In these contracts it averaged \$137.76. With an average raise of \$8.07 in the first year and \$7.10 in the second—a total of \$15.17 over two—the average goes to \$152.93.

At its February meeting the International Executive Board noted that "too often" locals dealing with small and medium-sized newspapers "succumb to the publisher's propaganda that he can't pay the same increase—much less the same salaries—that larger papers pay." It declared, "Even the smallest Guild local on the smallest paper can have its place in the sun if its members believe in their right to have it and are willing to fight for it."

Profit reports for the industry show that size does not determine earnings and ability to pay. Small and medium-sized newspapers are as profitable as—and often more so than—their big-city brothers. Small locals must keep this knowledge uppermost in their minds as they bargain for their "place in the sun."

\$200 Club Grows

As fiscal '67 closed, top minimums of \$200 or better also had been won at the



two major wire services, UPI and AP, and two smaller news services. A \$200 minimum was being offered at two other dailies. (It was nailed down at a 30th paper, the Pittsburgh Post-Gazette, before fiscal '68 was a month old, with a \$46 raise over 33 months, and within days thereafter at the 31st and 32nd, the Baltimore Sunpapers, with a \$37.60 raise over three years. With the offer at the two other papers, the total becomes 34 papers, covered by 26 contracts.)

The \$200 top for writers, at Time, went to \$256 and at Newsweek will go to \$242.50. They continue as the highest writer minimums in any Guild contract, although a \$233 reporter top minimum won on the Washington Post in fiscal '67 is currently the highest negotiated for newspaper.

The \$200 top was negotiated at four dailies in the 30,000-to-50,000 circulation range as the San Francisco-Oakland Guild successfully extended its drive for \$200 to papers in smaller cities in the Bay Area—the Santa Rosa Press Democrat (44,000 daily), the Richmond Independent (39,000 daily) and the Vallejo Times-Herald (29,000 daily)—to maintain parity with San Francisco and Oakland papers. The settlements were proof that parity with larger papers can be won by Guild locals at smaller ones.

Circulators Join Club

Fiscal '67 also saw a \$200 top (and parity with reporters and ad salesmen) negotiated for circulation district managers for the first time in any Guild contract—at the Stockton Record—with an increase of \$37.25 over three years.

And in other three-year contracts it saw \$200 top minimums (and parity with reporters and display salesmen) for outside classified salesmen won at the Sacramento Bee and Union (\$43.75 increase), at the Stockton Record (\$37.25 increase), the San Jose Mercury and News (\$48.25 increase), and \$233 at the Washington Post, a \$93 increase for outside classified salesmen compared to a \$33 increase in the other key classifications.

Circulation district managers fared well in other settlements: a \$58.20 increase in two years to parity with top minimums for reporters and display salesmen at \$190 at the Toledo Blade and Times, one of the results of the strike that shut the two papers down for 150 days; a \$41 increase over three years at the Denver Post and Rocky Mountain News for top minimums of \$171 (at the Post, classified salesmen also go up \$41, to \$171), and \$35.61, to \$175.61, for city, suburban and country roadmen at the Boston Herald-Traveler over three years, where reporters go up \$40.75 to \$200 and display and classified salesmen, already at equal pay, go up \$42

to \$208.

As fiscal '68 opened, the New York Guild was successful in arbitrating a \$200 top minimum and parity with reporters and display salesmen for circulation roadmen on the New York Times, an increase of \$21.70 retroactive to Feb. 20, 1966, making them the first to achieve parity at \$200 under any Guild contract. The arbitrator declared that testimony 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."

It's up to Guild locals which represent circulation district managers to put an end to this general blindness among publishers that the arbitrator found affecting the Times.

Position Minimums Up

Subeditor or position minimums continued to be established, and rates for existing jobs of this type continued to be increased.

At the Washington Post the highest position minimums in any daily newspaper contract go to \$279.60. Position minimums at the Boston Herald-Traveler go to \$228.92, at the Buffalo Courier-Express to \$231.65, at the Buffalo Evening News to \$226.50, at the Cleveland Plain Dealer and Press to \$230, at the Denver Post and Rocky Mountain News to \$214, at the Chicago Sun-Times and Daily News to \$235.

Pattern Favors Guild

The publishers who still continue to insist that their reporters, photographers, display and outside classified salesmen and circulation district managers must be tied to mechanical-union patterns aren't keeping abreast of what has happened in the newspaper industry.

At one time in ancient Guild history, this was true.

But an entirely different pattern has developed, and the increases won in fiscal '67 served to accelerate it.

The reporter top minimum in Guild contracts has outpaced all mechanical-union scales over the past 17 years. As an example, in 1950 the Guild reporter top average was \$1.66 below the printer top-scale average. As of May 1, 1967, it was \$11.40 above.

Pressures For More

There are many pressures behind the ANG's drive for better pay in the newspaper industry, not the least of which is the determination of our members to obtain it.

If fiscal '67 showed one single fact, it was that there is growing membership acceptance of the simple idea that newspapermen are indeed worth more than

their rich industry has been paying them.

Some publishers even initiated raises: Item: At Lansing management proposed that the Guild open the contract so that the publisher could give a raise in minimums. The Guild agreed.

Item: At Allentown management proposed a reopening for the same reason. Discussions began, and the publisher and the Guild finally agreed early in fiscal '68 on a \$16.95 increase in the key top minimum for a one-year extension of the contract, with other minimums going up as high as \$34.05.

Emphasis Must Continue

Our members on both sides of the border look at the erosion of their salaries and minimums by inflation that has accelerated from a creep to a gallop.

U.S. living costs rose at an average rate of 1.3 percent a year in the first five years of the 1960s, started climbing more sharply in 1965 (a two-percent increase January to January), much more sharply in 1966 (a 3.3-percent rise January to January), and are still going up—with a three-percent jump in food prices predicted this summer.

In Canada, where living costs have risen even more steeply than in the United States (3.2 percent in 1965 as against two percent), they went up again more steeply in 1966—a 3.4-percent rise—from January to January.

Our members hear and see and read and agree with President Johnson's economic advisers that the annual growth in national productivity (output per man-hour) justifies wage increases. The increase in productivity in 1966 over 1965 was 2.8 percent. With the increase in the cost of living, the pay increase for the year would have to be 6.1 percent just to keep even in these two key areas.

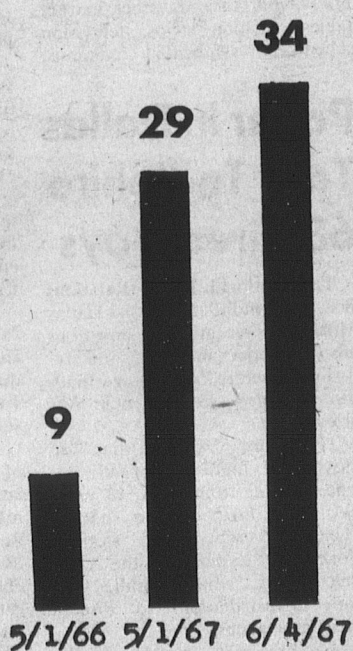
And if salaries are below the average for the industry, catch-up increases are further justified.

Guildsmen earning below the average reporter top minimum of \$157.69 at the end of fiscal '67 need much more than a 6.1-percent raise. And there's no law that says those above that average need accept only that.

In fact, ANG's wage goals, based on national productivity and consumer price increases, show that the employee earning \$100 per week in 1946 needs \$314 today to keep abreast!

These facts let us know that our emphasis on money gains must be intensified.

\$200-Or-Better Club Triples In Year

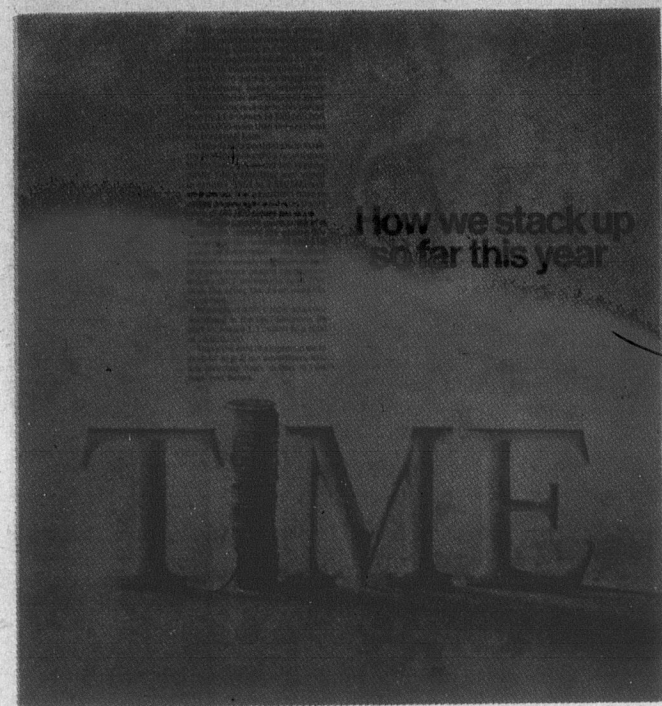


Bar chart from Officers' Report shows how membership in the Guild's "\$200-Or-Better Club" has become less exclusive, growing from nine to 29 in fiscal 1967 and to 34 by this month. (The latter figure includes an offer at two papers where negotiations continue.)

Local Copy

A PAGE FOR OFFICERS AND STEWARDS

Time Earnings Start '67 At Record High



As Time Sees Itself

First-quarter profits of Time Inc. reached a record high of \$3,255,000, up \$362,000 from the first three months of 1966—a year in which company earnings reached an all-time high of more than 37 million dollars.

President James A. Linen, while reporting first-quarter advertising revenue up nine percent over the first quarter of 1966, predicted that second-quarter earnings would be "down slightly" from last year's \$14,837,000.

Magazine publishing accounts for 65 percent of the company's revenue. Linen cited increased advertising rates and anticipated circulation gains among several "plus" factors and expansion costs for company paper mills among "minus" factors.

The Curtis Publishing Co., deficit-ridden until 1966, announced first-quarter earnings of \$362,000, up from \$265,000 in

the same period of last year.

President J. M. Clifford told stockholders that advertising revenue for the Saturday Evening Post was up 18 percent, for the Ladies' Home Journal 15 percent, and for American Home 36 percent.

Meanwhile, Playboy magazine reported net profits of \$5,297,128 for 1966, up 58 percent.

Thomson Newspapers Ltd. of Canada increased its first-quarter earnings this year, President Kenneth Thomson told the company's annual meeting. Figures were not disclosed.

Thomson, noting that the company has increased its U.S. papers to 24, said half of a 15-million-dollar promissory-note issue being sold in the United States will enable the company to buy several additional newspapers, which he expects to become available.

Newspaper Ad Receipts Seen Topping \$5-Billion Mark In '67

U.S. newspaper-advertising receipts will exceed 5.2 billion dollars this year, four percent over last year's record five billion, according to a government prediction.

Charles R. Cook, editor of the Commerce Department's Printing and Publishing quarterly, forecast gains in advertising linage, newsprint consumption and employment paralleling the growth of the economy as a whole.

Cook, writing in the quarterly's current issue, noted that 1965 newspaper employment of 345,600 represented a 10-percent increase over that in 1958. By the end of this year, he predicted, the total will top 356,000.

Alan S. Donahoe, president of Richmond Newspapers, told the Richmond Society of Financial Analysts last month that those who interpret the closing of newspapers in such cities as New York and Los Angeles as an indication that the newspaper industry is declining couldn't be more wrong. "The exact opposite is true," Donahoe declared, stating that

newspaper failures are "quite atypical in the industry as a whole."

The industry's 1966 advertising volume of nearly five billion dollars, Donahoe declared, makes it "still, by all odds, the most dominant advertising force in the nation."

He noted that newspapers' economic growth since World War II has exceeded that of the economy as a whole.

"We can expect an even greater demand for newspapers in the years ahead," he stated.

Newspapers' national advertising linage has increased annually since 1963, rising 7.5 percent last year alone, Lyman B. McBride, advertising director of the Philadelphia Inquirer, told the recent American Newspaper Publishers Association convention.

And Eldred R. Garter, classified-advertising manager of the Atlanta Constitution and Journal, cited a 69-percent gain in classified revenue in the past decade.

"Newspaper classified advertising has become big business," he

told the convention, bringing in \$1,340,000,000 last year.

That, he said, was "only three million dollars short of all the money spent on network television, four million dollars more than was spent in magazines and three million dollars more than was spent on total radio."

The top 100 national advertisers spent 17.7 percent more in newspapers last year than they did in 1965, the ANPA Bureau of Advertising reported last month. Their expenditures totaled \$361,441,115, compared to \$307,188,407 in 1965.

U.S. newsprint consumption, meanwhile, continues to rise. The ANPA estimated that 801,514 tons were used in April, up from 757,816 in the same month of 1966.

Consumption for the first four months of 1967 was 2,956,128 tons, up from 2,689,467 in the comparable period of 1966.

UPI Report Stresses Growth, Automation

New York City — Expansion and automation were the watchwords in United Press International's annual report, issued last month.

UPI enters its 61st year, said Mims Thomason, president and general manager, with 6,480 subscribers around the world, a net gain of 213 in 12 months.

In the U.S., he said, UPI gained 23 newspaper clients, for a total of 1,180, and 96 broadcast clients, for a total of 3,078.

Washington Post Story: From Rags To Riches

The Washington Post, which wrote its financial reports in red ink for 15 years after millionaire Eugene Meyer bought it at auction for \$825,000, is today "the hottest property in the business," according to a leading newspaper broker.

The broker is quoted by Business Week magazine in a May 27 review of the Post's meteoric rise to a position as one of the nation's leading newspapers.

The Post is "the fastest-growing major U.S. newspaper" in advertising linage, Business Week reports, having climbed from 17th place in ad volume 10 years ago to third in 1966. Only the New York Times and Los Angeles Times had more.

The Post Co.'s gross revenue hit 125 million dollars in 1966, the magazine reported, highest in its history. "Profits, too, were reportedly high," it added.

The company is planning to spend 25 million dollars this year for a new plant.

The Post's financial situation is

in marked contrast to the one that prevailed from 1933 to 1948, when it lost money continually, according to Business Week. Only after the paper was sold to the Grahams in the latter year did it begin "to turn the corner," said the magazine.

Grass Gets Greener In Advertising Field

Why are so many journalism graduates spurning newspaper jobs for berths in advertising?

The results of a recent job and salary survey of 450 ad men may contain the answer.

The survey, conducted by Corwin Consultants, disclosed that 25 percent of the largest group listed were earning more than \$25,000 a year.

Forty-eight percent of those in the over-\$25,000 bracket had from 10 to 15 years' experience.

Newspaper recruiters, meanwhile, are finding themselves up against increasingly stiff competition in snaring college students.

Starting salaries in most industries are up five or six percent over last year, the U.S. Labor Department's Occupational Outlook Quarterly reports.

Accounting recruits among June graduates will receive between \$7,200 (\$138.46 a week) and \$7,800 (\$150), it said, with occasional graduates getting more than \$8,000 (\$153.85).

Bank-staff and technical posi-

tions are paying in the area of \$7,800 (\$150), while most liberal-arts majors heading for sales and managerial posts will receive up to \$6,600 (\$126.92), with an occasional \$7,000 (\$134.62) turning up.

Newspapers?

John Paul Jones, a placement director at the University of Florida Journalism School, notes an improvement in newspaper starting salaries.

"Many newspapers are starting reporters at \$125," he said.



International Executive Board, pre-convention meeting, July 21, Chateau Laurier, Ottawa, Ont.

Conference of District Councils, annual meeting, July 23, Chateau Laurier, Ottawa, Ont.

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

Middle Atlantic District Council, quarterly meeting, Sept. 9 and 10, Wilkes-Barre, Pa.

UPI Arbiter Rules:

1 Illness Doesn't Add Up To Crisis

San Francisco, Calif.—One illness doesn't make an emergency.

At least not in a bureau the size of United Press International's San Francisco operation, an arbitrator has ruled in ordering

UPI to pay extra half-time compensation to two bureau members whose scheduled working hours were changed.

The change in posted schedules was ordered when a staff member

became ill. UPI refused to pay the contractually required extra half-time, claiming the illness constituted a "staff emergency" under which schedule changes can be made without penalty.

But arbitrator Adolph H. Koven upheld the Wire Service Guild, stating that illness of a single staffer cannot be considered an emergency in a 25-man bureau.

Koven pointed out the posted schedules have never been changed in large UPI bureaus without paying extra half-time. Neither has the illness of a single employee ever been handled by changing posted schedules, he said.

In the San Francisco case, he noted, the company had a number of alternatives, including the assignment of an employee to cover it on overtime.

If illness were to constitute an emergency, he declared, "posted work schedules would become meaningless."

"will function better if staffs are integrated."

"Some progress has been made on a number of newspapers," he said, "but we are a long way from reaching the goals of full integration."

"We need courageous leadership on the part of newspaper management and careful personnel selection to bring members of minority groups into circulation district-manager operations," Schwartz declared.

Integration Of Circulator Staff Held 'Vitaly Important' Task

St. Paul, Minn.—Integration of newspaper circulation staffs "will be vitally important in the circulation department of the future," according to Harold A. Schwartz, assistant circulation manager of the Milwaukee Journal and Sentinel.

Schwartz told the annual meeting of the Northern States Circulation Managers' Association that carrier-sales crews, district-managers and other circulation employees on metropolitan papers

Rhyme And Reason

The following poetic lament by Lawrence A. Barrett of the Pittsburg (Kan.) Headlight-Sun appeared in the May 6 issue of Editor & Publisher:

Those TV guys whose pay did rise
Might shed a few real tears
For us poor clowns in some small towns
Who've had no raise in years.

To which the Guild Reporter's resident poet sayeth:

You trodden-downs in those small towns
Need sweat much more than tears;
Start in to build a local Guild
And get those wage arrears.

Editorial

Echo From The Past

The April strike of broadcast newsmen produced more than reruns of old movies. It brought reruns of some shopworn propaganda, as well.

Witness a letter in the Wall Street Journal from Hugh C. Newton, director of information—in a manner of newsmaking—for the National Right to Work Committee.

The strike, says Newton, raises the question "of how ABC reporters who manned the picket lines in support of AFTRA bargaining demands can objectively treat future stories dealing with questions of union power."

"If AFTRA can prevent men from working by taking away their union cards," he asks, "isn't it reasonable to assume that the mere holding of this power is sufficient to influence labor-news coverage?"

Of course, as an officer of AFTRA—the American Federation of Television and Radio Artists—points out, it can no more prevent men from working by "taking away their union cards" than can the Guild, whose constitution provides that no one "shall be barred from membership or penalized by reason of . . . anything he writes for publication."

Newton's whole argument is a replay of a song that hasn't been heard much since the 30s, when publishers beat out the tune with monotonous regularity every time a Guild organizer appeared outside their doors.

It began to lose its popularity on the publisher hit parade after the Supreme Court held that Guild membership did not impair freedom of the press; no one has been able to demonstrate since that a reporter slanted his labor stories because he held a Guild card.

As Walter Cronkite said, the Guild fought "this battle of conscience 30 years ago."

"I think it's been pretty well proved," he added, "that the newsman can do his job and be an honest and fair reporter even though he's a member of the union."

Newton's law of union dynamics notwithstanding.

The Double Standard

We are indebted to the Baltimore Sunpapers for the latest example of that curious doublethink that seems to afflict publishers when it comes to the question of the objectivity of their news columns.

Management, in bargaining for a new Guild contract, proposed a clause that would have foreclosed the Guild from calling upon any reporter or photographer to "support other unions by participating in picket lines or other demonstrations" lest he "destroy his usefulness to the paper by assuming a public, partisan position."

It's not unlikely that the author of the foregoing interdiction then turned to his typewriter and hammered out an editorial taking a most "public, partisan position" on various vital questions of the day—such as strikes and the union shop.

And he probably did so without giving a moment's thought to the question: Why should a reporter's "public, partisan" position make his stories any more suspect than his newspaper's "public, partisan" position does?

The Guild Reporter

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

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American Newspaper Guild

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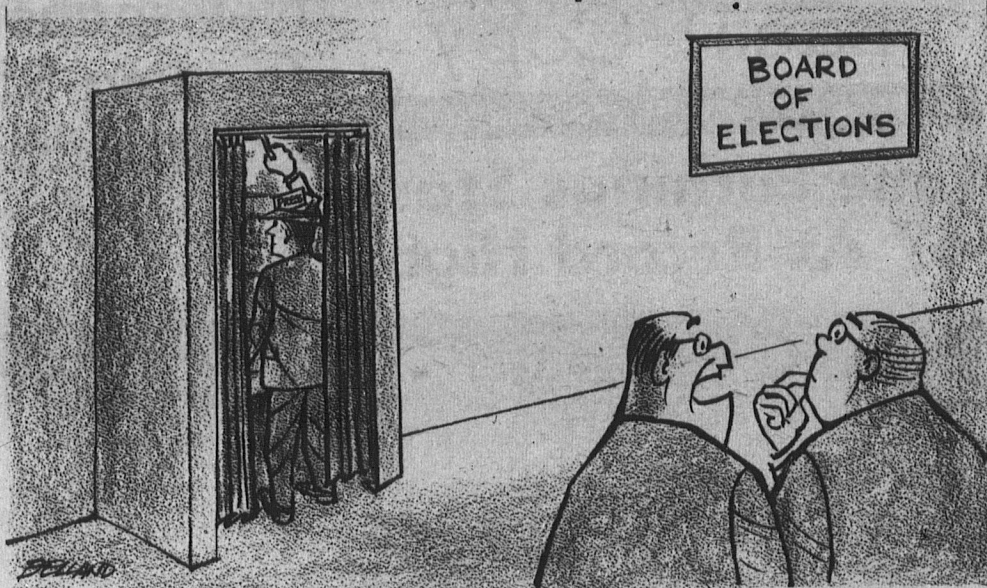
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'How Can He Be Objective?'



IT

SEEMS TO US

Attendance Is Urged At Circulation Panel

ST. LOUIS, Mo.

Editor:

In Charles Perlik's memorandum dated June 7, Item 7 announces a circulation-department discussion that will be held prior to the forthcoming convention. The initial panel is scheduled for Sunday, July 23, at noon.

Then, in the Guild Reporter dated June 9, you have an excellent editorial captioned, "Parity Now." The article expresses parity now for key circulation people and then closes with an IEB report to the July Convention calling on Guild locals to intensify their demands for parity—now.

At last year's convention in Washington I was elected chairman of the circulation panel at the initial meeting. It was most saddening that only 12 delegates representing eight papers thought circulation employees were important enough to be represented. At subsequent meetings the attendance was the same.

If we are sincere in our efforts to attain parity for key circulation employees, the time to start acting is now. I strongly recommend that ANG send another memorandum to all local presidents asking who their delegate will be at the circulation panel scheduled for July 23.

ROBERT A. STEINKE
Second Vice President
St. Louis Guild

World Journal Collapse: An Opinion From Inside

BROOKLYN, N. Y.

Editor:

Everyone is trying to explain why the World Journal Tribune closed down. The Monday-morning quarterbacks, all outsiders, know all the answers:

1. It was impossible to merge the ideas of three separate owners.
2. They failed to give the public a good newspaper.
3. The management was inefficient.

Let one who was on the inside offer his opinions:

1. On May 5, the final publication date, the index of contents on Page One listed 61 different features and departments!
2. Circulation was increasing. The average for the first three months was up 14,000 daily and 37,000 Sundays. WJT was then the second- or third-largest eve-

ning paper in the U.S.

3. Over 1,000 Guildsmen who lost their jobs in the 1966 merger received severance pay—one week for every six months worked (one man collected 130 weeks)—for a total of seven million dollars. It cost another 10 million dollars to run the paper eight months. And the new contract under negotiation looked like another 10½ million in the next three years.

Is it strange that the owners decided the money situation had passed the point of no return? So last week they began paying severance pay to over 800 Guildsmen, another eight million dollars.

JOSEPH B. MILGRAM
World Journal Tribune Unit

Small Units' Problems Seen Needing Study

LOCKPORT, N. Y.

Editor:

May 26 GR carried a two-graf obit of the Niagara Falls Gazette Guild unit. As just one of many who fought this losing battle, I mourn. Our tears are salted with recriminations: against management—and the Guild.

What help we did get from

local and international officials was sporadic and often misdirected. There was much clucking of tongues and throwing up of hands.

We had but one moment of glory when, hopelessly outnumbered, we won a representation election in 1966. Much of this was due to a master tactician, IR John Edgington. But, alas, we couldn't sustain; he was spread too thin.

Crying over one small unit, I suppose, does no one any good. However, there is something symptomatic here.

The trend in the nation today is toward smaller papers—and this is where the future of the Guild lies. But the problems of volunteer Guild workers on smaller papers are unique and terrifying. And often, members on large papers sit back on their big, fat contracts and sneer.

I suggest the IEB appoint a special committee to look into problems of smaller Guild papers and come up with a new approach—visionary and imaginative to meet unique problems.

ROBERT KOSTOFF
Buffalo Courier-Express Unit

AMONG



OURSELVES

Harriet Woods, wife of ANG International Vice President James B. Woods and a former Guild leader at the St. Louis Globe-Democrat, has been named to the City Council of University City, Mo.

Mrs. Woods, who had been a member of the city's Human Relations Commission, won the appointment to fill an unexpired term starting last month. She is a former chairman of the Globe-Democrat Shop Stewards' Council and a former local education chairman.

A former reporter on the Chicago Herald-American as well as the Globe-Democrat, Mrs. Woods is currently public-affairs director for Station KPLR-TV in St. Louis and moderator of a Sunday-night forum dealing with such

controversial topics as homosexuality, poverty and the "new morality."

Three former Toronto Guildsmen were appointed city editors of Toronto's three daily papers in a single month: Douglas Creighton at the Telegram, Martin Goodman at the Star and Donald Nicol at the Globe & Mail.

Pueblo Guild Votes Strike

Pueblo, Colo.—Pueblo Guild members voted unanimously June 20 to authorize strike action if necessary at the Pueblo Star-Journal and Chieftan.

Wages, pensions and sick leave are among the principal issues in negotiations that began in March. The local's contract expired April 30.