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100 Guildsmen Facing Dismissal As Boston Traveler Shuts Down



SOBER MOMENT: Impact of news that the Boston Traveler will suspend publication is reflected on the faces of Herald-Traveler Guildsmen as they discuss the situation with Unit Chairman David L. Beaton, right, shortly after the announcement.

Writers At Consumer Reports Win \$33 Increase, \$246 Top

New York City—A \$33.50 increase to \$246.27 in the top minimum for writers and photographers has been negotiated in a three-year contract between Consumer Reports and the New York Guild.

The settlement, negotiated following a strike vote, provides a \$284.15 top for senior chemists, project engineers and textile technologists, the highest minimum in any Guild contract. It represents a \$38.78 increase.

Reclassifications will produce increases of as high as \$46.91 in several other minimums. And a \$21.97 increase will produce a starting minimum of \$161.47 for writers and photographers.

General increases total more than 15 percent—six percent retroactive to Jan. 1, four percent next Jan. 1 and five percent the

following Jan. 1, compounded. Substantial improvements in medical and hospitalization insurance were also won.

The top for writers and photographers is increased \$12.77, \$9.02 and \$11.71 to reach \$246.27 in the third year.

Reclassifications increase the top for editorial associates and junior accountants by \$30.87 the first year and a total of \$46.91 over three, to \$190.41; that for assistant accountants by \$30.41 the first year and a total of \$44.40, to \$166.10, and that for secretaries by \$17.15 the first year and a total of \$29.02, to \$140.87.

The top for key-punch operators and stenographers goes up a total of \$16.49, to \$121.09; that for clerk-typists \$15.28, to \$112.28, and that for messengers by \$11.16, to \$82.01.

The night differential is raised 50 cents per shift, to \$1.50. Hospitalization insurance is improved to 120 days, and major-medical insurance with a \$15,000 ceiling is added.

A strengthened jurisdiction clause bars any farming-out of work that would result in dismissals, prevent new hiring or result

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Guild Fights For Jobs Of Veteran Employees

Boston, Mass.—More than 100 Guild members face dismissal tomorrow when the Boston Herald-Traveler suspends publication of the afternoon Traveler, merging it with the morning Herald.

Herald-Traveler President George E. Akerson announced that more than 300 employees in all departments will be dismissed in the consolidation. Editorial employees with as much as 46 years' service were scheduled for discharge.

The Boston Guild was still negotiating with management late this week on dismissals and rehiring provisions.

The 142-year-old Traveler, one of New England's oldest newspapers, will be absorbed by the Herald starting July 10, when the first issue of the combined Herald-Traveler will be published.

Akerson said the Traveler was being suspended as an economy measure that would save the company "several million dollars."

The Herald-Traveler Corp. earned \$3,542,475 before taxes last year, up \$345,301 from 1965, although the Wall Street Journal said most of that came from the company's television station; the papers, it said, reportedly lost more than a million dollars.

Herald-Traveler stock jumped from \$54 to \$60 on the market following the merger announcement.

Suspension of the Traveler gave rise to speculation that the Herald would follow it into limbo, either by suspension or a merger with the morning and afternoon Boston Globe, which has reportedly offered to buy out the Herald-Traveler for 12 million dollars. There was also speculation about a possible joint-printing arrange-

Reverse Gear

Boston, Mass.—Less than five months ago the Boston Herald-Traveler, which now proposes to dismiss 77 editorial employees and 29 others in suspending the Traveler, announced that its plans for 1967 included the following:

"Hiring of additional talent for continued improvement of the editorial products. This began in late 1966 and will continue through 1967."

ment with Hearst's Record American.

Akerson said the Herald-Traveler "will be in business as long as anyone in Boston," but the company rejected a Guild proposal for a written agreement that the combined paper would continue for at least the duration of the Guild's new three-year contract.

Approximately 580 Guild members have been employed by the Herald-Traveler, with editorial staffs for the most part separate and other departments combined.

Employees from both editorial staffs as well as the combined departments were marked for dismissal in a list of 106 presented to the Guild June 28. The em-

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Convention To Hear Lewis, Mather

David Lewis, labor lawyer, a member of Canada's Parliament and deputy national leader of the New Democratic Party, will be the banquet speaker at the Guild's 1967 Convention in Ottawa July 24 through 28.

Another member of Parliament, Barry Mather, who was a Guild member while a columnist for the Vancouver Sun, also will address the convention, the host Ottawa Guild announced this week.

Meanwhile, an additional candidate, James H. White, president of the Memphis Guild and the Southern District Council, announced his intention of running for ANG's International Executive Board in this year's biennial elections.

White said he would run either at large or for the Southern Region 2 seat being vacated by International Vice President Richard P. Lane, also of Memphis.

Earlier, Joe Holt Anderson, Jr., past president of the Washington-Baltimore Guild, also announced that he would run for either Lane's

seat or an at-large vice presidency.

Six other candidates, in addition to seven incumbent members, have announced they will seek regional or at-large seats on the IEB. Nomination of officers is scheduled for the last day of the

convention, Friday, July 28.

The Ottawa Local also announced that William Dodge, executive vice president of the Canadian Labour Congress, and Eugene Forsey, CLC special pro-

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\$219, 5-Week Vacation Won At The Reporter

New York City—General increases ranging up to \$17.75, a key top minimum of \$219.75 and a fifth week's vacation have been won in a two-year contract between the New York Guild and The Reporter magazine.

The settlement increases the top minimum for writers and editors to \$219.75, up \$10.25 retroactive to Feb. 1 and \$7.50 next Feb. 1.

Reclassifications will increase the top for assistant circulation manager \$35.25, to \$159, and the top for fulfillment supervisor

by \$30.75, to \$136.75.

The contract, which previously provided a fourth week's vacation after five years' service, will provide a fifth after 15 years.

Deferred compensation — a form of severance pay — is improved, with the company increasing its contribution from seven to eight percent of salary for employees with from five to 10 years of service and from 10 to 12 percent for employees with more than 10 years.

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Senate Hearing To Sift Newspaper Economics

A thoroughgoing exploration into newspaper-industry economics is expected to emerge when the Senate Antitrust and Monopoly Subcommittee opens hearings on Sen. Carl Hayden's "Failing Newspaper Bill" next week.

More than 60 witnesses, including representatives of ANG and other newspaper unions, are scheduled to testify at hearings expected to extend into late summer.

The hearings will get under way July 12; ANG Executive Vice President William J. Farson and Secretary-Treasurer Charles A.

Perlik, Jr., are scheduled to testify on the 14th, and International Typographical Union President Elmer Brown a day earlier.

Others scheduled to testify during the first week are Arthur B. Hanson, general counsel of the American Newspaper Publishers Association; William A. Small, Jr., publisher of the Tucson Citizen, and Evan Mecham, publisher of the rival Tucson American. It was the Justice Department's suit against the Citizen's purchase of the Arizona Star that precipitated the Hayden Bill.

(Continued on Page 2)

N.Y. Guild Resumes Times Bargaining

New York City—Bargaining between the Guild and the New York Times is under way again after a three-month interruption.

Times negotiations were resumed June 22 on a two-party basis after Guild leaders at the Times decided not to seek the mediation of Theodore W. Kheel without "exhausting all the avenues of Guild-Times bargaining processes first."

Management told the Guild that it proposed to apply percentage wage increases under a 21-percent formula negotiated in a three-year contract with the printers to minimums rather than salaries. But Local Representative Edwin Egan said the Guild expects any percentage increases to be applied to salaries.

Bargaining at the Daily News, suspended for three weeks, was scheduled to resume yesterday.

Meanwhile, the Paper Handlers' Union broke off talks with the Times, News and Long Island Press after a deadlock on wages and hours. The Paper Handlers, who are seeking the same increases as Photoengravers, said talks would not be resumed until International President Anthony J. De-Andrade could attend.

Typographical Union President Bertram A. Powers disclosed that other publishers are being invited to participate in an automation study agreed to by the union and the New York Post. He said the study would involve "all aspects of modernization of the composing room," with management paying the cost.

Severance-pay checks estimated at between nine and ten million dollars have gone out to employees of the defunct World Journal Tribune, approximately half of the money to 750 displaced Guild members.

The World Journal's Book Week section was purchased last month by the Washington Post, which promptly announced its merger with the Chicago Tribune's Books Today section in a

new supplement, Book World. Efforts are also under way to resurrect the World Journal's other Sunday supplement, the New York Magazine, under the auspices of its former editor, Clay Felker.

Matzner Publications of Wayne, N.J., printed the second pilot edition of a three-cent tabloid to replace the World Journal but a second deadline for publication—June 26—passed without the paper's appearance. The proposed daily would be printed in Wayne.

Publishers' Auxiliary reported, meanwhile, that Jerome D. Hoffman, president of the Institutional Monetary Corp., has proposed that the New York Typographical Union join it in a plan either to revive the World Journal by purchasing its assets or to start a completely new paper.

The Wall Street Journal reported that advertisers are holding onto funds earmarked for World Journal advertising in anticipation of a new paper. Both the Times and News are weighing a plunge into the afternoon field.

Thomas J. Murphy, executive vice president of the New York Guild, told the local's representative assembly June 28 that a News executive had indicated the company did not expect to operate under a Guild contract.

"I sent back word that the Times would be very glad to hear that the News didn't plan to have an afternoon paper," Murphy said.

Oshawa Guild, Crafts Schedule Joint Picnic

Oshawa, Ont.—Newspaper-union solidarity will be cemented on the picnic ground here Aug. 20.

The Toronto Guild's Oshawa Unit will join with members of the Typographical and Pressmen's unions in a joint outing. Plans are to make the picnic an annual affair.



HARD-HEADED LENS MEN: The latest in long, hot summer fashions is displayed by eight Guild photographers at the Cleveland Plain Dealer. Helmets and face guards of a type that probably saved the life of an Associated Press newsman hit by a brick

Cleveland Plain Dealer Photo by William A. Wynne during last summer's outbreak of rioting in Cleveland's Negro ghetto are worn by (front row, left to right) Karl J. Rauschkolb, Raymond A. Matjasic, Robert J. Quinlan, (second row) James A. Hatch, Marvin M. Greene, Richard G. Misch, Richard T. Conway and (at top) Norbert J. (Bud) Yassany.

'No Longer Expansionist'

L.A. Times Says Appetite Dulled

Los Angeles, Calif.—Time has tempered Los Angeles Times Publisher Otis Chandler's expansionist ambitions, the Times-Mirror executive told a federal judge last month.

Chandler conceded an appetite for expansion under cross-examination in the Justice Department's suit to force the Times-Mirror Co. to disgorge the San Bernardino Sun and Telegram and prevent it from acquiring any other Southern California papers.

Government attorney Bernard Hollander confronted Chandler with a statement in which the publisher predicted that "in the not too distant future" the City of Los Angeles "will stretch from Santa Barbara to San Diego" and that "by the time that supercity is in existence there will, I suspect, be only one metropolitan morning and one metropolitan evening paper to serve it."

Asked Hollander: "Haven't you frequently expressed that the Los

Angeles Times would serve the whole of Southern California?"

"I have not said it frequently," replied Chandler. "I do not recall having said it in the last several years."

"When I said it in 1960 I had just become publisher, I was 32 years old and full of fight and vigor and maybe I had a different view of life than I do today."

Chandler denied that there had been any circulation or advertising price-fixing between the Times-Mirror and Hearst before the Mirror and Hearst's Los Angeles Examiner were suspended in 1962. He said rates were changed "independently" but conceded that the Times did notify Hearst about increases.

Chandler admitted that rate increases may have been discussed during meetings of the Los Angeles Newspaper Publishers Association but said he did not recall any "agreement" with Hearst to raise them.

Chandler maintained that the Times's chief competitors are not other newspapers but television, radio and regional editions of national magazines.

The trial ended last month after seven weeks. Closing arguments will be heard Sept. 14 by U.S. District Judge Warren J. Ferguson.

Publishers Syndicate Is Merged With Hall

Chicago, Ill.—The Publishers Newspaper Syndicate and the Hall Syndicate Inc. were combined June 26 in the third U.S. syndicate merger this year.

Publishers, owned by Field Enterprises, and Hall, originally affiliated with the New York Post, will combine under the name of Publishers-Hall Syndicate. Publishers itself represented a merger of the Field and New York Herald Tribune syndicates in 1962.

Earlier this year the Los Angeles Times-Mirror Syndicate absorbed the General Features Syndicate, and the Des Moines Register and Tribune Syndicate swallowed up the Lew Little Syndicate of La Jolla, Calif.

Washington, D. C. 20036. Subscription, \$3 a year.

IT SEEMS TO US

Boston Firing Assailed; Downey Defends Action

CHEVY CHASE, MD.

Editor:

I have written to the executive committee of the Newspaper Guild of Greater Boston to submit my resignation from the Boston Local of the Guild as a result of the recent firing of Sylvia Weiss Glynn, for many years a loyal and courageous employee of the local.

"After almost 30 years of membership in the American Newspaper Guild, including 27 years in the Boston Local, I take this step with genuine regret," I wrote the Boston Guild. "I have no quarrel with ANG, but I feel that I no longer have anything in common with the Greater Boston Local as it is now being operated."

"As a former member of the executive committee, vice president and president of your local, I know a great deal about Sylvia Weiss Glynn and her tremendous contributions to the Guild. Consequently, I have followed with dismay her unwarranted discharge and the campaign of vilification

and distortion conducted by local leaders to defeat her attempt to get arbitration and a fair, complete hearing. If this is the Boston Local's idea of fair play and good unionism, I guess I'm in the wrong barn."

JACK BROUDY
Former President
Boston Guild

BOSTON, MASS.

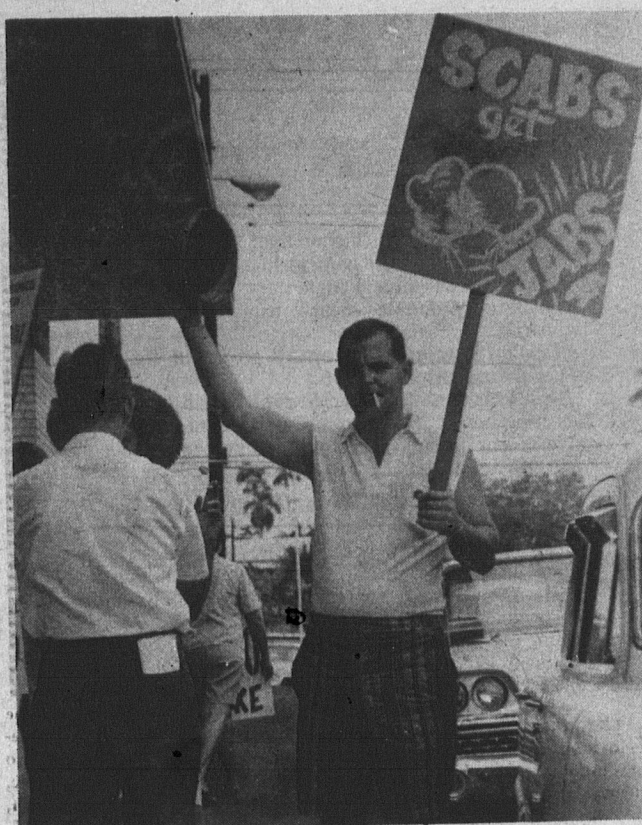
Editor:

Sylvia Weiss Glynn was discharged by the executive committee of the Boston Guild. A membership meeting upheld this discharge following 2½ hours of debate.

The matter was then taken to a referendum, and the full membership voted approval of the discharge.

I agree that Jack Broudy was a capable, long-time leader of the Boston Guild. However, he makes his judgment on this matter from Maryland, without any knowledge of the situation except that provided him by Sylvia Weiss Glynn.

JOSEPH B. DOWNEY
President
Boston Guild



Words of one syllable on the Hilo picket line

NLRB Reverses Ruling, Finds Detroit News Lockout Legal

The National Labor Relations Board, citing a Supreme Court decision validating lockouts as a bargaining weapon, this week reversed its finding that a "massive-retaliation" lockout by the Detroit News in 1962 was illegal.

The board, declaring that the high court's ruling in a lockout involving the American Ship Building Co. "has changed the ground rules to some extent," held that the News's lockout of craft-union employees during a Teamsters strike at the Detroit Free Press was not unfair by the new criteria.

But the board warned that its decision did not mean that "all supportive lockouts are lawful or that all lockouts which are intended to pressure a union into accepting an employer's legitimate proposals are necessarily lawful."

Indeed, one dissenting member of the board, Gerald A. Brown, held that the Detroit lockout should have been declared illegal despite the court's new doctrine, pointing out that, unlike the American Ship Building case, it involved an action by one employer to assist another engaged in separate bargaining.

The News locked out its craft-union employees—although not its Guild employees—during a three-day Teamsters' strike at the Free Press in April 1962. The board, citing the fact that the Teamsters engaged in separate bargaining with the two papers, originally found the lockout illegal.

The Sixth Circuit Court of Appeals threw out the ruling in 1965 after the Supreme Court's American Ship Building decision, which held that a lockout was legal "as a means to bring economic pressure to bear in support of the employer's bargaining position after an impasse has been reached."

The NLRB, however, persuaded the Supreme Court to remand the case for reconsideration in the light of the new doctrine, pointing out that the element of retaliation was involved.

This week the board handed down its decision, validating the Detroit lockout on the ground that court doctrine no longer requires that lockouts be only "defensive in nature."

The board said the News's shutdown met the court's new test of

a lockout's legality—that it not be "inherently prejudicial to union interest" or "devoid of significant economic justification."

The board pointed out that the Free Press had been struck over demands that the News was also determined to resist and that a strike against the News had been threatened.

"The interest of the News in using economic pressure to implement its own bargaining was thus grounded upon a very real, direct and immediate bargaining motivation in its own behalf," the board asserted.

But the board emphasized that its decision does not "insulate all lockouts from illegality solely because no 'bad' motive exists."

Brown, however, said the board should have reaffirmed its original ruling, pointing out that one of the conditions of the American Ship Building decision was the existence of "a bargaining impasse."

"Since the court has thus meticulously limited its decision to post-impasse lockouts," he said, "I see no justification for the board now to extend such holding to absolve an employer who locked out his own employees not because of a bargaining impasse concerning his own employees but to assist

another employer in a labor dispute respecting terms and conditions of employment of the other employer's employees in their own separate unit."

D.C. Pressmen Upheld On Separate Bargaining

Adhering to its position that employers must bargain separately with a union that wants to withdraw from a multiemployer bargaining unit, the National Labor Relations Board last week ordered the Washington Post, Star and Daily News to negotiate individually with the Pressmen's Union.

Upholding an examiner's recommendation, the board found the three papers guilty of unfair labor practices in refusing to bargain individually for new contracts a year ago. The papers eventually did bargain separate contracts after the board sought an injunction to force them to do so.

Examiner Stanley L. Ohlbaum said there was no essential difference between the Washington case and previous cases in which New York and Detroit newspaper unions were allowed to withdraw from multiemployer units.

1st Bargaining Begins In 7-Week Hilo Strike

Honolulu, Hawaii—Bargaining is under way for the first time since the start of a 48-day-old strike by the Guild, the Typographical Union and the Pressmen against the Hawaii Tribune-Herald in Hilo.

Negotiations were initiated June 30 at the behest of Hawaii Atty. Gen. Bert Kobayashi and a federal mediator. The session, held at the attorney general's offices here, lasted only 2½ hours, but another one was scheduled for July 5.

Initial negotiations were limited to the printers, who were the first to strike May 21, when the company refused to rescind automation firings and pay cuts in the composing room. But the Guild and Pressmen, who have been conducting a joint strike with the printers, participated in the session.

Meanwhile, Federal Judge Martin Pence dismissed a suit filed by the Tribune-Herald against Hawaii County after the county government withdrew its legal advertising from the struck paper. The county's action left the Hilo paper virtually shorn of all advertising.

In contrast, the unions' interim shopper published its fifth issue with 100 ads last week. The shopper, which originally printed advertising free, is now charging for it.

Pointing out that these charges

Silvery Words

Edward P. Morgan, ending 12 years of radio newscasting for the AFL-CIO, paid tribute to the labor federation last month for granting him unprecedented freedom of expression.

Morgan presented AFL-CIO President George Meany with a silver tray engraved as follows: "To George Meany and the AFL-CIO, for doing what no other sponsor has ever done in the history of broadcasting—even though it should come naturally to every sponsor interested in free speech and freedom of the press: allowing a journalist to speak his critical mind; for that, thanks."

cover printing but not extensive distribution costs, the Hawaii Guild last week appealed to all Guild locals for strike contributions. A similar appeal was addressed by all three unions to affiliates of the Hawaii State Federation of Labor.

ANG strike benefits were increased by \$5 last week, at the end of the fifth week of the strike. Strikers have been receiving donations of cash, food and supplies from both unions and merchants in Hilo.

Other unions have been helping the Tribune-Herald, and the International Longshoremen's and Warehousemen's Union was host to the strikers at a picnic July 25.

The company has sent letters to striking employees threatening them with discharge if they do not return to work. It also sent dismissal notices to carriers who have refused to deliver the struck paper.

Canada Separatist Union Fought At ILO Meeting

Geneva, Switzerland—A claim by the separatist Canadian Confederation of National Trade Unions that nationwide bargaining units such as the Guild's Canadian Broadcasting Corp. unit are not viable was challenged by a Canadian Labour Congress spokesman before the International Labor Organization last month.

CLC Executive Vice President Joe Morris said the breakup of national bargaining units in com-

T.N. Collie Dies; Led Philadelphia Guild

New York City—T. Norman Collie, 66, a former president of the Philadelphia Guild, died here May 24.

Collie, who headed the Philadelphia Local in 1953 and 1954 while a copy reader for the Philadelphia Inquirer, was a copy reader on the New York Daily News for eight years until his retirement last year.

munications, transportation and other industries would weaken employees' bargaining power, increase disputes and create "a chaotic industrial-relations situation."

Morris spoke after CNTU President Marcel Pepin, representing the Federation of Christian Trade Unions, announced that the ICFTU would join with the CNTU in seeking an ILO inquiry into Canada's labor laws. Morris said there was no justification for such an inquiry but that the CLC would welcome it.

Pepin charged that Canada's national bargaining units represent a "new form of colonialism" and should be replaced by regional units to allow "freedom of association." Among national units the Quebec-based CNTU is seeking to fragment is the Canadian Wire Service Guild's CBC unit.

Morris said Pepin's charges "aid and comfort the demagogues and others who would prefer to weaken and divide rather than to strengthen and unite the labor movement."

Dues Rebates Termed Legitimate By NLRB

The National Labor Relations Board ruled last week that dues rebates to encourage membership attendance at union meetings—a practice that has been employed by some Guild locals—are "a legitimate device."

The board, by a 3-to-2 vote, reversed a previous ruling that union members who refuse to pay dues in excess of those paid by members who attended meetings could not be dismissed under union-security provisions.

The decision came in a case initiated by a member of a Vancouver, Wash., local of the Western Pulp and Paper Workers, which had voted to increase dues by \$2.25 a month but to refund \$2 to members who attended monthly meetings.

The member filed an unfair-labor-practice charge against the local when it threatened to have him discharged under union-security provisions if he did not pay the full \$6 dues payment. He contended that the \$2 portion of the payment was a fine for non-attendance.

The board majority—Sam Zagoria, John H. Fanning and Gerald A. Brown—disagreed.

"Such a refund," it declared, "does not differ from the use of union funds . . . for the service of refreshments, the award of prizes or entertainment at meetings."

"It cannot be gainsaid that the public's interest is served best when the memberships of labor organizations that are the exclusive statutory representatives of

employees take an active and responsible role in governing their unions and formulating policy."

The union's use of dues funds "to reward those attending regular business meetings was a legitimate device," the board declared.

"We must be careful," it said, "not to impair the right of a labor organization to prescribe its own rules with respect to the acquisition or retention of membership."

A minority opinion by Frank W. McCulloch and Howard Jenkins, Jr., conceded that unions have a right to reward members who attend meetings but maintained that the rebate system was essentially a system of fines and that members who did not pay them could not legally be discharged under union-security provisions.

Although the board had previously taken a similar position, circuit courts have handed down varying decisions.

The Pulp and Paper Local said the rebate system had increased average attendance at local meetings from 12 percent to 43 percent.

Jobless Pay Lost By Quitting Editor

White Plains, N.Y.—A New York state unemployment-insurance appeals board has overturned a referee's decision that an editor who quits over editorial policy is entitled to jobless pay.

The board said Philip Moran, who resigned as editor of Gannett's Ossining Citizen-Register rather than endorse a Republican candidate for mayor, "knew he did not have complete authority to write whatever he chose in the editorial columns of the paper."

Moran's compliance with the publisher's orders would not have constituted "a personal endorsement of the employer's policy since all editorials were unsigned," the board declared.

Moran said he will appeal the ruling to the courts.

H.F. Weller Dies; Led San Francisco Guild

San Francisco, Calif.—Harold F. Weller, former president of the San Francisco - Oakland Guild, died May 31 at the age of 83.

Weller, who headed the local in 1942, worked for many years at the old Oakland Post-Enquirer. After the paper folded in 1950 he became editor of the nearby Albany Times, a weekly.



ALL IN THE FAMILY: Salem Guild President James M. Finnis, winner of the local's 11th annual scholarship award. Finnis, whose sister, Linda, is a member of the Salem Local, was the top-ranking male student in this year's graduating class at Salem High School.

Arbitrations

Paper Can't Retrieve Advances To Admen

New York City—A publisher can't deduct advances against commissions from an advertising salesman's severance pay if he is severed before earning the commissions, an arbitrator ruled last month.

Arbitrator Joseph F. Wildebusch ordered the Amsterdam News to pay full severance to two salesmen who resigned Dec. 31 as part of a staff reduction. The company had withheld advances on the ground that advances paid the two men exceeded their commissions by more than the amount of their severance.

The company maintained that advances were in essence loans, but the New York Guild said they had never been treated as such, contending they were an inducement to work for the publisher.

Wildebusch, citing the fact that the advances were reported to the Internal Revenue Service as wages on which the employees had to pay taxes and which the employer claimed as deductible expenses, said it was "inescapable" that the advances could not be considered loans.

When the company filed Internal Revenue forms reporting the payments, he said, it "in effect" informed the Internal Revenue Service that the advances or drawings were money earned by the employees on which a tax must be paid.

"If the advances were truly a loan," he said, "then the . . . form should not have been filed by the publisher."

Automation's Newest Victim

Machine To Oust Make-Up Man?

A machine capable of laying out a complete newspaper page and developing it in negative form ready for offset printing is being developed by the Mergenthaler Linotype Co.

The machine, known as a Linotron, processes news and ad copy, headlines, column rules and pictures by computer, according to an article in the Saturday Review.

Guild Fights Tree Thefts

San Francisco, Calif.—Five laurel fig trees are growing outside San Francisco-Oakland Guild headquarters again, a tribute to Guild members' determination to keep a touch of green in their neighborhood.

Local members originally contributed \$200 to set out the trees, which were placed in redwood planters outside the building. But thieves, apparently armed with a pickup truck, stole two of them in the night.

New contributions came in to replace the stolen trees, and Guild officers took steps to assure that there will be no repetition. All five planters are now anchored to the sidewalk.

also developed a shorthand keyboard for punching the tape that is fed through linotype machines. The keyboard produces such frequently used words as "the" and "and" with a single stroke instead of five (including the two for spacing).

Cathode-ray tubes are expected to make it possible to set from 600 to 1,000 lines of type a minute, the Review reported, while electronic scanners pick up entire printed or typed pages and convert them to electronic impulses on typesetting tape.

The Review quoted John H. Colburn, publisher of the Wichita Eagle and Beacon, as predicting that the day is not far off when newspapers will select by computer the stories they desire.

For larger papers, he said, "a single high-fidelity circuit would carry the entire news report, including markets, sports and pictures, at data speed—1,200-1,500 words a minute."

And electrostatic printing, the Review added, will make it possible for papers to make replates and new editions from a control center without so much as stopping the presses.

The CLC called on provincial federations of labor, district labor councils and local unions to participate in human-rights activities in their localities.

"What is required is not merely the absence of discrimination but also a positive program that would help the Indians and other disadvantaged minorities."

"The exact opposite is true," Donahoe declared, emphasizing that newspaper failures are "quite atypical."

He noted that newspapers' economic growth since World War II had exceeded that of the economy as a whole and said, "We can expect an even greater demand for newspapers in the years ahead."

Charles R. Cook, editor of the U.S. Commerce Department's Printing and Publishing quarterly, predicted continued gains this year in advertising linage, newspaper consumption and employment paralleling the growth of the economy as a whole.

And Alan S. Donahoe, president of Richmond Newspapers Inc., said that those who interpret the closing of newspapers in such cities as New York as an indication that the newspaper industry is declining couldn't be more wrong.

The chain reported revenue of \$100,684,332, up from \$89,823,113 in 1965. After-tax profits were \$7,020,105, compared with three million in 1965. The company paid out nearly a million dollars—\$970,161—in dividends.

Dow Jones & Co., publisher of the Wall Street Journal, Barron's and the National Observer, reported net income of \$13,368,811 last year, a 38.5-percent

CLC Demands Drive Against Discrimination

Ottawa, Ont.—The Canadian Labour Congress last month called on the federal and provincial governments to undertake "a positive program" to eliminate discrimination against Indians, Negroes, Eskimos and Metis.

The CLC executive committee said there are gaps in both provincial and federal human-rights legislation and only part-time enforcement of the legislation that exists. It urged the government to go into local communities and "aggressively promote compliance."

"With the exception of Ontario and more recently the federal government and Nova Scotia," the CLC said, "human-rights legislation is not a full-time assignment for the responsible government officers."

"Part-time enforcement suggests half-hearted interest," the CLC charged that federal manpower centers "have been found accepting discriminatory job orders in violation of the law."

Both papers more than fulfilled the expectations of newspaper analyst Cooke Coen, who said in 1965 that newspapers should earn 15 percent on sales and who added last year that they should earn 20 percent on each dollar of increased revenue.

The profit statements of these papers and others to follow in this section dramatically confirm the appraisal of the economic health of the newspaper industry made to this year's convention of the American Newspaper Publishers Association by its president, J. Howard Wood.

"The economic well-being of our newspaper business has never been better," Wood said.

He based his appraisal on an ANPA report noting that advertising, circulation, average issue size, employment and every other measurable index rose to new highs in 1966.

And the best is still to come. Charles R. Cook, editor of the U.S. Commerce Department's Printing and Publishing quarterly, predicted continued gains this year in advertising linage, newspaper consumption and employment paralleling the growth of the economy as a whole.

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Dow Jones & Co., publisher of the Wall Street Journal, Barron's and the National Observer, reported net income of \$13,368,811 last year, a 38.5-percent

increase over 1965's record \$9,650,963. Operating revenue of \$83,151,585 was 14.5 percent higher than 1965's total of \$72,680,322. After-tax profit was 16 percent of revenue.

First-quarter 1967 looked even better: Profit was \$3,274,675, up from last year's \$3,128,097; revenues totaled \$21,491,431, up from \$20,347,221 for first-quarter 1966.

Richmond Newspapers Inc. reported 1966 earnings of \$2,558,908, up seven percent from 1965's \$2,380,616 during a year in which the company spent \$5.5 million dollars on plant expansion. Total revenue was \$39,466,293, compared with \$36,727,178 the year before. Revenue was up another 5.6 percent in the first quarter of this year, to \$9,625,000, from last year's \$9,119,000. Quarterly earnings totaled \$1,297,000, up from last year's \$1,291,000.

The Los Angeles Times-Mirror Co. earned 15 percent more last year than the year before: \$18,455,550, compared with \$16,045,961. Profits were up 53 percent from 1964's peak of \$11,993,043. The company said it netted seven percent on its revenue of \$255,959,099.

Toronto Star Ltd. reported its profit rose from \$1,071,686 in 1965 to \$1,135,750 last year while revenue climbed from \$37,968,739 to \$42,587,909.

The Cincinnati Enquirer reported a \$200,000 gain in net income last year for a 1966 total of \$1,900,000.

Cowles Communications Inc., which publishes the new Suffolk Sun, Look magazine, the San Juan Star and two Florida dailies, reported a profit increase of \$277,000 last year over 1965. Net income of \$4,637,000 was reported on revenue of \$146,313,000, up nearly five million dollars over 1965. A Cowles official, asked by E&P why the company was launching a new daily on Long Island, said it was because newspapers earn more money than broadcasting operations.

Time Inc. shattered its earnings and profit records for the seventh consecutive year with 11-percent increases over its best previous showing. Net income was \$37,253,000 last year, compared with \$33,544,000 the year before. Revenue rose from \$429,302,000 to \$503,960,000.

Advertising and Circulation

U.S. newspaper-advertising revenue surged to record heights last year, climbing 9.4 percent to \$4,876,000,000, compared with 1965's \$4,456,500,000.

This year, the ANPA and government sources predict, advertising revenue will reach and surpass the five-billion-dollar mark, making newspapers the first medium to do so.

Advertising revenue has climbed 26 percent since 1963's record high of 3.8 billion dollars, according to McCann-Erickson's annual survey for Printer's Ink. The 420 million dollars that newspapers added to their revenue last year was only two percent less than all the new money generated by television, radio and magazines combined, the ANPA declared. Advertising linage last year was 15 percent higher than the average for the five previous years.

...the presses are made out of gold"

Editor & Publisher reported in its annual study of a 50,000 and a 240,000-circulation daily that their before-tax profits in 1966 were:

27% of revenue for the 50,000 paper

22% of revenue for the 240,000 paper

PTC-380 report the following before-tax profits on sales for other manufacturing corporations:

19.7% for drug manufacturers

13% for petroleum refiners

11% for tobacco manufacturers

10.7% for auto and equipment manufacturers

9.8% for iron and steel manufacturers

9.1% for printing and publishing (except newspapers)

9% for electrical machinery manufacturers

7.7% for alcoholic beverage distillers

5.3% for apparel manufacturers

From ANG Officers' Report

THE PROFIT INDUSTRY

PROFITS 21 percent higher than 1965 . . . 32 percent higher . . . 38 percent higher . . . 82 percent higher . . . 134 percent higher.

Profit rates double—nearly triple—those of other industries.

That's the story of company profits in the newspaper industry during 1966.

Last year the average profit ratio for all U.S. manufacturing corporations (except newspapers, which the government doesn't report) was 9.3 percent of revenue

From the 1967 ANG Officers' Report

before taxes and 5.6 percent after. American Telephone and Telegraph Co., the nation's leading corporate money maker, earned 15.9 percent of revenue before taxes.

But the 240,000-circulation daily that Editor & Publisher surveys annually made a profit of 22 percent of revenue before taxes.

And the 50,000-circulation daily that E&P surveys annually (and calls "average") earned 27 percent of revenue before taxes, 14 percent after taxes. (After-tax figures are not reported for the larger paper.)

Profits of the 240,000-circulation paper were 21 percent higher than in 1965; those of the smaller daily were 32 percent higher than in 1965, when they climbed 33 percent above 1964.

Both papers more than fulfilled the expectations of newspaper analyst Cooke Coen, who said in 1965 that newspapers should earn 15 percent on sales and who added last year that they should earn 20 percent on each dollar of increased revenue.

The profit statements of these papers and others to follow in this section dramatically confirm the appraisal of the economic health of the newspaper industry made to this year's convention of the American Newspaper Publishers Association by its president, J. Howard Wood.

"The economic well-being of our newspaper business has never been better," Wood said.

He based his appraisal on an ANPA report noting that advertising, circulation, average issue size, employment and every other measurable index rose to new highs in 1966.

And the best is still to come. Charles R. Cook, editor of the U.S. Commerce Department's Printing and Publishing quarterly, predicted continued gains this year in advertising linage, newspaper consumption and employment paralleling the growth of the economy as a whole.

And Alan S. Donahoe, president of Richmond Newspapers Inc., said that those who interpret the closing of newspapers in such cities as New York as an indication that the newspaper industry is declining couldn't be more wrong.

The chain reported revenue of \$100,684,332, up from \$89,823,113 in 1965. After-tax profits were \$7,020,105, compared with three million in 1965. The company paid out nearly a million dollars—\$970,161—in dividends.

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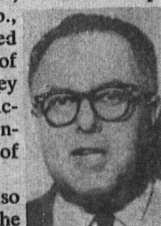
7.7% for alcoholic beverage distillers

5.3% for apparel manufacturers

From ANG Officers' Report

AMONG OURSELVES

Milton Zlatinsky, former ANG education director and currently executive director of the Middlesex County (N.J.) Economic Opportunities Corp., has been elected vice chairman of the New Jersey Community Action Agency Directors. Before entering the anti-poverty program he was labor-project co-ordinator and project manager for the federal Economic Co-operation Administration, predecessor of the Agency for International Development.



Zlatinsky is also chairman of the New Jersey State Association of Community Action Agency Directors. Before entering the anti-poverty program he was labor-project co-ordinator and project manager for the federal Economic Co-operation Administration, predecessor of the Agency for International Development.

New York Times writer Gertrude Samuels has converted an article for which she won a New York Guild Page One Award into a documentary novel, "The People Vs. Baby," the story of a Puerto Rican girl drawn into a life of drugs, prostitution and prison. It was published by Doubleday in May—a month that also saw the

publication of her article, "Hitler Slept Here," in "How I Got That Story," an E. P. Dutton & Co. anthology.

Gordon H. Brehm, former president of the Milwaukee Guild, has become a mediator for the Wisconsin Labor Relations Board. Brehm had been serving as managing editor of the Allied Industrial Workers' official publication.

Kirk Smith, former assistant executive secretary of the San Francisco-Oakland Guild, has been named editor of a Washington weekly, the Snoqualmie Valley Record. Smith had served for the past two years as assistant to the governor of Guam.

Former ANG International Representative Loel Schrader is recuperating from a heart attack suffered in April. Schrader, who is presently chairman of the board of trustees of a citywide Los Angeles Guild-management pension plan, was stricken while driving on the San Diego Freeway en route to a sports assignment for the Long Beach Independent and Press-Telegram.

LABOR BEAT

The Consumer Price Index, which measures the cost of living, rose 0.2 percent in May, reaching a record 115.6, the Bureau of Labor Statistics reports.

The index is 2.7 points higher than it was in May 1966 and the ceiling is not in sight. The whole-sale price index, however, for the retail index, rose half a point.

The consumer index, which had remained level in January, rose .1 point in February and .2 in March before climbing .3 in April. Apparel, used-car, medical-care and shelter costs led the May climb.

An afternoon tea break is implicit in every British worker's employment contract, according to a British judge. Re-

jecting a pattern "worker" who drove his bulldozer four miles for a cup of tea violated an insurance policy that did not cover driving the machine for "social pleasure," the judge said the tea break was "a moral obligation," not a "social pleasure."

NEW PRESSEMAN'S HOME

The Printing Pressmen's Union, domiciled at Pressmen's Home, Tenn., since 1911, will move its international headquarters to Washington late this year.

The shift to the nation's capital was announced following an April referendum in which the membership voted to move from Tennessee.

TV Mirage Broun No Strikebreaker

HEYWOOD HALE BROUN, son of the Guild's founder and first president, has been explaining since April's strike of radio and television newsmen that pictures do indeed lie.

Millions of viewers saw Broun delivering his weekly five-minute sports feature on CBS-TV's Roger Mudd report during the strike; many may have clucked at the thought of a Broun ignoring a picket line.

Broun has been explaining that the feature was taped five or six weeks before the strike and that he had no control over its use. He taped no broadcasts during the stoppage.

Broun, whose sportscasting style one television critic has called "one small island of sanity in a sea of sham," mixes telecasting with writing and acting. He recently appeared in a new Jules Feiffer play, "Little Murders," writes periodic magazine articles about what he describes as "obscene Victorians" and two years ago wrote a book on theater and sports under the title "A Studied Madness."

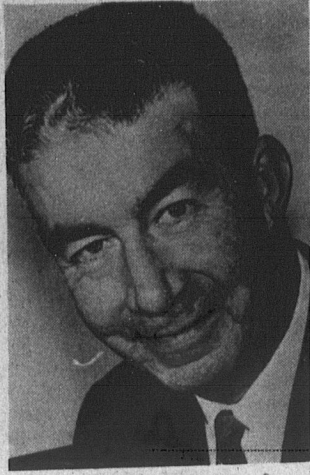
"At the best of times," he says, "I like to think of myself as a well-rounded man—at the worst of times as one who never does anything long enough to do it right."

From ANG Officers' Report

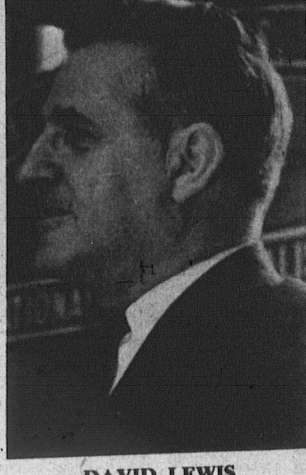
Lewis, Mather, Dodge Scheduled To Speak At Ottawa Convention



WILLIAM DODGE



BARRY MATHER



DAVID LEWIS

(Continued from Page 1) jects director, will speak to the convention, which will be held at the Chateau Laurier.

Dodge will speak at the opening session, Monday July 24, representing CLC President Claude Jodoin. Jodoin, previously scheduled to speak, will be unable to appear because of illness.

Forsy, who will speak on the history of Canadian labor, will address the convention on Thursday, July 27, as will Mather.

Lewis, who will speak at the banquet Tuesday night, July 25, is a member of Parliament for York South, a Toronto constituency. Before the formation of the New Democratic Party he was national chairman and national president of its predecessor, the Cooperative Commonwealth Federation.

He is a member of one of Canada's best-known labor-law firms, Jolliffe, Lewis and Osler, which has represented both the Toronto Guild and ANG.

Mather, who is an NDP mem-

ber of Parliament for the New Westminster constituency, was news editor of the old Vancouver News Herald before moving in 1948 to the Vancouver Sun, for which he wrote a daily column

for more than a dozen years. He was a founder and past president of one of several federally chartered Vancouver local unions that subsequently affiliated with ANG.



ALBANY—Charles R. Booth, Ben Danforth, Charles Fausel, Frank J. Quinto and Paul Lyman.

CHICAGO—Edward Gilbreth, Lloyd J. Green, Justin P. McCarthy, Jr., Philip J. O'Connor, Cornelius Szakatis, James J. Wagner and Marshall W. Schiewe.

COLUMBUS—Robert Edwards, Eugene Fisher, Clarence Middendorf and James Segrest.

DETROIT—Joseph Koger, James G. McManis, William M. Smith, Thompson and Jack Woerpel.

HUDSON COUNTY—Edwin E. Hartnett and Milton Kerzner.

INDIANAPOLIS—Vladimir L. Posvar.

KNOXVILLE—Willard Yarbrough.

LEHIGH VALLEY—Robert Golden and Paul Lowe.

NEW YORK—George McNickle, Thomas J. Fay, Joseph Eisenberg, Gerry Passarella, Thomas J. Murphy, John E. Deegan, Eugene Bergin, Philip Brennan, Larry Ferris, George Holmes, Frank MacMaster, Robert McGuinness, Arthur Rosenstock, Harry Ryan, Herman Singer, Bernard W. Stein, Olivia D. de Torres, I. Kaufman, Elizabeth Cox and Leonard Weeks.

OTTAWA—Geoffrey W. Lay, Robert J. Rupert and Fred Seguin.

PHILADELPHIA—Robert Rines, Jr.

ROCHESTER—Philip Feldman and Thomas J. Murphy.

ROCKFORD—Ronald J. Leys.

SAN FRANCISCO-OAKLAND—Rex Adkins, Fred Fletcher, Edward O'Connor and Barney Peterson.

SAN JOSE—Gilbert Bailey, James Choate and Joseph Frein.

100 Face Dismissal In Boston

(Continued from Page 1) ployes received two-paragraph dismissal letters the same day.

The Guild proposed that employees be given the opportunity to resign with severance pay in lieu of those scheduled for dismissal, that employees who have reached 62 be allowed to retire with severance and receive full pensions when they reach 65, and that remaining job reductions be by attrition only.

ANG Collective Bargaining Director J. William Blatz, who flew to Boston to participate in negotiations, pointed out that the papers had a 15-percent turnover rate, having hired 85 employees in the past year.

But the company rejected both the attrition and resignation re-

... Reporter

(Continued from Page 1)

General increases range from \$6 the first year and \$3.50 the second to \$10.25 and \$7.50.

The top minimum for copy readers and chief librarian is increased \$8.25 and \$6, to \$159; that for proofreaders, bookkeepers and researchers, \$7.50 and \$5.50, to \$136.75; that for secretaries, \$7 and \$5, to \$118; that for stenographers and receptionists, \$6.50 and \$5, to \$109.35; that for typists and general clerks, \$6.50 and \$4, to \$100.85, and that for copy boys and messengers, \$6 and \$3.50, to \$83.35.

The Guild also won a guarantee of a full day's pay for employees called in on their day off.

quests, agreeing only to a modification of the Guild's retirement proposal.

The company, which had announced its intention of retaining "the most talented employees," presented a dismissal list that included 32 editorial employees from the Traveler and 31 from the Herald in addition to 14 from combined editorial units, five in advertising, nine in the business office, four in commercial art, six in maintenance, one in circulation, one in production and three in publications.

The Guild's contract requires the publisher to retain employees with greater service unless some with less service are of "relatively superior competency."

Despite these criteria, the company marked a night police reporter with 46 years' service for dismissal while retaining one who had recently been promoted from office boy, and similarly earmarked a veteran rewrite man, generally considered one of its best and with a salary close to \$30 over the minimum, while retaining a reporter hired 18 days before.

In addition to the 46-year employee, two with 38 years' service and one with 32 were scheduled for dismissal. Among those who received dismissal notices was former ANG International Vice President John Thompson, a copy reader with 30 years' service.

No supervisory employees were listed for dismissal.

The Guild, in a series of meetings that began last week and

continued this week, was pressing for greater adherence to seniority.

The Guild is working with a company employment committee set up at the Guild's suggestion.

The decision to suspend the Traveler was announced by Akerston at a meeting with union representatives on the morning of June 23. Robert E. Bruner, administrative secretary of the Boston Guild, conveyed the news to Guild members at an impromptu meeting in the newsroom immediately afterward.

The company's board of directors gave its formal approval to the merger that afternoon, and an announcement was tacked on bulletin boards soon afterward.

Akerston said the decision was precipitated by "great and growing" problems created by an exodus of population to the suburbs, the growth of suburban afternoon papers and broadcasting competition.

... Consumer

(Continued from Page 1)

in loss of overtime.

Automation dismissals are banned, four-month notice to the Guild of automated equipment is required, and displaced employees must be offered the option of severance pay or transfers to new jobs, with any retraining at company expense.

The contract provides payment of the difference between salary and military pay for employees called to two-week tours with National Guard or Reserve units.

ANG AUDIT

Following is the annual report of ANG's financial standing and General Fund operations for the fiscal year ending April 30, as audited by Sidney S. Shulman & Co.:

Statement of Condition of General Fund, 4/30/67	
ASSETS	
Cash in banks and on hand	\$141,013.87
Advances receivable	5,389.46
Loans receivable	15,684.43
Exchanges receivable	7,946.99
Prepaid insurance	1,157.42
Deposits	1,650.00
Investments	100.00
Total Assets	\$172,942.17
LIABILITIES	
Exchanges payable	\$ 3,915.82
Due to Defense Fund	75,000.00
Payroll taxes payable	1,060.85
Total Liabilities	\$ 79,976.67
RESERVES	
For severance pay	\$ 98,430.73
For International Affairs activities	644.65
For convention	11,911.42
For purchase of accounting equipment	1,590.23
Total Liabilities and Reserves	\$192,553.70
Deficit at End of Year	\$19,611.53
Total Liabilities, Reserves and Deficit	\$172,942.17

Statement of Condition of Defense Fund, 4/30/67	
ASSETS	
Cash in checking account	\$ 53,335.53
Cash in savings accounts	813,000.00
A.T.A. Bond	500.00
Loans receivable	19,000.00
Washington-Baltimore Guild	1,480.00
Youngstown Guild	55,534.34
San Francisco-Oakland Guild	64,056.00
Scripps Howard Investment Corp. stock	231,000.00
Canada Permanent Mortgage Corp. debentures	75,000.00
Due from General Fund	312,905.87
Total Assets	\$1,312,905.87

Income and Expense, General Fund, Year Ending 4/30/67	
INCOME	
Membership income:	\$505,374.83
Per-capita taxes	19,807.50
Initiation fees	486.15
Reinstatement fees	3,827.73
Agency fees	3,000.41
Servicing salaries paid by locals	259.52
Servicing expenses paid by locals	1,574.68
Guild Reporter income	857.40
Research Department sales	8,132.80
Salaries paid by Defense Fund	5,242.41
Expenses paid by Defense Fund	812.35
Interest income	5.00
Charter fees	491.51
Other income	3,874.45
Total Income for Year	\$549,672.32
EXPENSES	
Per-capita taxes	\$ 33,655.70
Organizing and servicing	161,291.85
Collective bargaining	736.74
Research and information	31,872.21
Salaries paid by Defense Fund	71,294.09
Expenses paid by Defense Fund	42,763.45
Administrative expenses	114,986.26
Other expenses	84,338.25
Operating Deficit for Year	\$ 41,269.23

General Fund Budget and Expense, Year Ending 4/30/67			
	Expended Year Ending 4/30/67	Budget Year Ending 4/30/67	(Over) Or Under Budget
1. Per-capita taxes	\$ 33,655.70	\$ 32,400	(\$ 1,255.70)
2. Organizing and Servicing			
Salaries—Representatives	\$ 96,842.42	\$108,000	\$11,157.58
Secretarial	3,070.95	3,100	29.05
Expenses—Representatives	50,416.64	50,000	416.64
Miscellaneous organizing expenses	10,961.84	6,500	(4,461.84)
	\$161,291.85	\$167,600	\$ 6,308.15
3. Collective Bargaining			
Salaries—Director	\$ 14,792.60	\$ 14,300	(\$ 492.60)
Contracts Committee secretary	11,345.50	11,400	51.50
Secretarial	3,070.95	3,100	29.05
Statistician	8,956.50	9,000	43.50
Pension Consultant	2,748.50	2,800	51.50
Expenses	6,822.69	4,000	(2,822.69)
	\$ 47,739.74	\$ 44,600	(\$ 3,139.74)
4. Research and Information			
Salaries—Director	\$ 7,396.30	\$ 7,150	(\$ 246.30)
Assistants	16,099.75	16,250	150.25
Secretarial	3,070.96	3,100	29.04
Expenses—Director	182.13	500	317.27
Assistants	456.25	250	(206.25)
Books and periodicals:			
Legal and bargaining services	302.66	500	197.34
Subscriptions	344.45	500	155.55
Other printed material	154.37	250	95.63
Publication and literature:			
Contract Survey	782.29	2,000	1,217.71
Organizing literature	7,458.51	1,500	5,958.51
ANG Manual	1,555.30	2,000	444.70
Miscellaneous expenses	91.50	100	8.50
Training conferences	3,478.01	1,000	(2,478.01)
	\$ 34,872.21	\$ 35,100	\$ 227.79
5. Guild Reporter			
Salaries—Editor	\$ 7,396.30	\$ 7,150	(\$ 246.30)
Assistants	15,839.75	16,250	410.25
Clerical	2,639.00	2,700	61.00
Expenses—Editor	181.91	500	318.09
Expenses—Editor	724.25	500	(224.25)
Printing and mailing	32,034.49	31,500	534.49
Postage	7,458.51	7,500	41.49
Addressing	1,593.98	2,000	406.02
Pictures and special material	577.65	500	(77.65)
Miscellaneous	577.65	500	(77.65)
	\$ 71,294.09	\$ 70,250	(\$ 1,044.09)
6. Executives			
Salaries	\$ 32,994.00	\$ 31,434	(\$ 1,560.00)
Expenses	9,769.45	7,500	(2,269.45)
	\$ 42,763.45	\$ 38,934	(\$ 3,829.45)
7. Administrative Expenses			
Salaries—Office manager	\$ 11,768.97	\$ 10,000	(\$ 1,768.97)
Secretarial	9,212.74	9,300	87.26
Bookkeeping	1,216.20	11,250	33.80
General clerical	4,417.16	8,870	4,452.84
Rent and maintenance	18,464.58	18,500	35.42
Stationery and supplies	8,108.85	6,000	(2,108.85)
Equipment	4,923.22	4,750	(173.22)
Telephone and telegraph	15,344.54	10,000	(5,344.54)
Repairs and improvements	1,671.45	500	(1,171.45)
Postage	3,814.11	4,500	685.89
Auditing	4,100.00	2,800	(1,300.00)
Insurance and bonding	1,376.64	1,500	123.36
Employees' pensions	10,495.51	11,000	504.49
Employees' health and welfare	8,791.03	11,500	2,708.97
Miscellaneous expenses	1,281.26	1,250	(31.26)
	\$114,986.26	\$111,520	(\$ 3,466.26)
8. Other Expenses			
Legal fees	\$ 9,424.79	\$ 11,000	\$ 1,575.21
Payroll and other taxes	7,834.04	6,500	(1,334.04)
Contributions and tickets	2,703.50	2,000	(703.50)
Brown Award expenses	1,000.00	1,000	—
Delegates and committees	1,149.73	750	(399.73)
IEB meetings	1,566.05	2,500	933.95
IEB and IAFWNO conventions	23,465.13	17,000	(6,465.13)
Convention reserve	11,450.88	12,000	549.12
Convention expense above reserve	12,000.00	12,000	—
AFL-CIO and IUD conventions	11,149.96	12,000	850.04
IEF and IAFWNO conventions	116.00	—	(116.00)
Guild Service Award	1,727.64	2,000	272.36
	\$ 84,338.25	\$ 79,500	(\$ 4,838.25)
Totals	\$590,941.55	\$579,904	(\$11,037.55)

Local Copy

A PAGE FOR OFFICERS AND STEWARDS

Merit Pay: Admen, Business Staff Share It In Cincinnati

Merit pay is widespread in the advertising and business departments of the Cincinnati Post & Times-Star, latest payroll data from the Scripps-Howard paper discloses.

As of last December, merit pay extended to every job classification in the two departments, including office boys. It was widespread among clerks, in particular.

Ten of 11 fully experienced senior clerks, for example, were receiving more than the top minimum—an average of \$16.34 more. And 18 of 30 business-office clerks were over the top—by an average of \$12.08.

Merit pay was also general among both classified and display salesmen, with salaries averaging \$18.13 above the top minimum in the latter classification.

Minimums up to \$31.75 higher for classifications in the advertising and business departments have since been negotiated.

Following is the breakdown of pay in the two departments as of last December.

Local and National Advertising Salesmen

Top Minimum	Actual Salaries
\$150.75 after 5 years	2 on steps 1 at top minimum
	1 at 153.75
	2 at 154.00
	2 at 155.00
	1 at 162.00
	2 at 165.00
	2 at 168.00
	3 at 168.75
	1 at 169.00
	1 at 171.50
	2 at 173.00
	1 at 178.75
	1 at 185.00
	1 at 185.75
	1 at 186.75
	1 at 204.75

Classified Outside Salesmen

Top Minimum	Actual Salaries
\$135 after 5 years	3 on steps 4 at top minimum
	1 at 137.50
	1 at 138.75
	1 at 147.25
	1 at 160.00
	1 at 162.00

Classified Inside Salesmen

Top Minimum	Actual Salaries
\$94.75 after 3 years	3 on steps 7 at top minimum
	4 at 98.25
	1 at 99.32
	2 at 99.75
	1 at 100.75
	1 at 101.11
	1 at 108.50

Advertising Layout and Copy Personnel

Top Minimum	Actual Salaries
\$127 after 5 years	1 on steps 1 at top minimum
	1 at 154.25
	1 at 167.00

Chief Clerks

Top Minimum	Actual Salaries
\$131.25 after 5 years	1 at top minimum
	1 at 134.00
	1 at 136.25
	1 at 149.00

Special Clerks

Top Minimum	Actual Salaries
\$107.75 after 5 years	1 on steps 1 at 118.00 1 at 119.25
	1 at 132.00
	1 at 163.75

Senior Clerks

Top Minimum	Actual Salaries
\$97.75 after 3 years	2 on steps 1 at top minimum
	1 at 101.50
	1 at 105.75
	1 at 106.50
	1 at 110.75
	1 at 114.50
	1 at 118.25
	1 at 119.25
	1 at 125.00
	1 at 126.75
	1 at 129.00

Business-Office Clerks

Top Minimum	Actual Salaries
\$91.25 after 3 years	18 on steps 12 at top minimum
	3 at 94.50
	1 at 95.50
	2 at 96.50
	1 at 97.75
	1 at 100.50
	1 at 101.75
	1 at 102.50
	1 at 109.50
	1 at 112.25
	1 at 116.50
	1 at 119.75
	1 at 126.50
	1 at 130.25
	1 at 145.75
	1 at 170.00

Stenographers and PBX Operators

Top Minimum	Actual Salaries
\$92.50 after 3 years	2 at top minimum 1 at 97.75
	1 at 102.75
	1 at 104.75

Office Boys

Top Minimum	Actual Salaries
\$72.25 after 2 years	12 on steps 1 at top minimum
	1 at 74.00
	1 at 75.75

In Pursuit Of \$200

San Diego Guns With Pen, Brush

San Diego, Calif.—If the San Diego Guild reaches the \$200 wage mark—as now appears virtually certain—it will owe a portion of the credit to its writers and artists.

The local has been drumming steadily at the need for a \$200 top minimum in a series of "white papers" (mostly on colored paper)

almost as much as a police lieutenant, he now earns less than the \$204-plus earned by a sergeant.

"Our newspapers have rightly insisted on adequate compensation for police officers," observed the white paper. "They should extend this same concern to their own staffs."

Instead, another paper pointed out, the company has been "paying off in sunshine in lieu of dollars," telling employees at bargaining time they should "be glad to live in sunny San Diego," where the fuel bills are low.

"Currently," observed the paper, "sunshine is costing us \$28.50—the difference between our top scale and the \$200 top minimum in less sunny climates."

San Diego is "a gold-plated monopoly" from which the Copley chain is "making millions" without giving its employees "a just share of those profits," declared one paper, asking, "What are we going to do about it?"

They must have been doing something right. The company has offered a \$201.75 top for reporters, display salesmen and outside classified salesmen.

The Guild is still bargaining.

\$200-a-week
NOW!

Would ease the
PRESSURE

since months before contract expiration. Cartoons of the type reproduced here have helped drive home the point.

The white papers, written by different Guild members, have cited \$200 minimums enjoyed by Associated Press newsmen in San Diego and at the Sacramento-Union, owned by the same chain that publishes the San Diego Union and Tribune. They have pointed out that whereas 20 years ago an experienced reporter in San Diego earned



200-A-WEEK-NOW!

Higher Pay Sene Needed To End Shortidge Of Good Copy Readers

Managers will have to raise their copy readers' pay if they want to end a "critical shortage" on their rims, according to Robert G. Fichenberg, vice chairman of the Associated Press Managing Editors Association.

Fichenberg, who is managing editor of the Knickerbocker News in Albany, said copy readers pay and prestige "have slowly deteriorated."

"Once," said Fichenberg, "a copy reader was recognized as a man who had won his spurs as a crack reporter, who was an authority on form and style and a walking encyclopedia and was paid considerably above scale."

"Today the copy reader's job generally is considered just another newsroom job, and the pay often is no more than that of a reporter with the same experience rating."

The first step in righting the situation, he said, is to "raise the pay levels to make them more attractive and reflective of the skills the job should demand."

Some papers are already doing this, he said, citing a recent New York Times ad for a starting copy reader at \$250 a week. Other papers reported salaries ranging up to \$220.

One paper reported regular merit increases for copy readers; another cited pay ranging from \$160 to \$182.50 "for a desk that

"We seem to be moving toward the era of the \$10,000-a-year deskman," said Fichenberg. "He already has arrived at the metropolitan dailies—and the smaller papers are going to have to compete at or near this level in order to survive."

Fichenberg cited the case of a deskman on a 10,000-circulation daily who said he "wouldn't think of moving to the desk of another paper for less than \$10,000." Ten years ago, said Fichenberg, "he

move for \$7,500 and the opportunity to work on a larger paper."

Other steps recommended by Fichenberg to meet the shortage include more frequent promotion of reporters to the rim, with accompanying pay increases, recruitment of college graduates directly to desk work, and the utilization of women copy readers.

"This idea hasn't caught on yet," he said, "but as the manpower pinch (no pun intended) tightens, it probably will."

Guild Newsletter

A Bulletin published periodically by the San Francisco-Oakland Newspaper Guild, Local 52 of American Newspaper Guild, AFL-CIO, for the information of white-collar newspaper employees in the Bay Area.

Number 5 May, 1967

Some Page One
Headlines
Appearing in the
Guild Reporter,
Our National
Newspaper, During
the Past Year.

\$200 Top Won In San Francisco
UNION
Sacramento Wins \$200 Top,
Wage Parity For Classified

\$200 Top Won In Sacramento
BEE
Top Of \$200
Won In New
Oakland Post

\$200 in San Jose

Stockton Wins \$200

\$200 Top Won In Suburban Unit,
RICHMOND

\$200 Top Gained In Santa Rosa
\$200 Pact Averts Strike
At Coast Labor Papers

\$200 Top Won At 3rd Suburban Coast Paper
VALLEJO



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.

RED-LETTER FIGURES: Here's how Guild Reporter headlines reporting \$200 top minimums achieved at West Coast newspapers were used in newsletter published by the San Francisco-Oakland Guild for non-Guild newspaper men and women in the Bay Area. The headlines were splashed in red.

Editorial

First Things First

A year ago in Washington the Guild's 1966 Convention placed the Guild's full resources behind an intensified drive for higher wages for newspaper men and women and their counterparts in other news media.

A special series of bargaining institutes was held . . . new bargaining materials were developed . . . local and regional negotiations were co-ordinated.

The results were spectacular: a succession of increasingly high wage settlements unprecedented in the past 20 years, since the 1946-47 catch-up round of increases following removal of World War II wage and price controls.

Guild wage settlements in 1966-67 were half again as large as the previous year and more than twice as large as they were five years ago, in 1961-62, when the Guild held its national \$200 wage conference.

And as the 1966-67 fiscal year ended and the new fiscal year began, Guild wage settlements continued to rise and—with publishers reporting every available index of newspaper prosperity at a record high—the end was nowhere in sight.

But if, in some respects, the Guild has been the beneficiary of the economy of the newspaper industry, in other respects it has been its victim.

The Guild ended the 1966-67 fiscal year with the largest, annual operating deficit in its history, the largest cumulative deficit in its General Fund in over a decade and an active dues-paying membership 500 lower than a year earlier.

The reason is not far to seek.

Increasing prosperity in the newspaper industry has been accompanied by decreasing competition, especially in the larger cities. Since 1960 some 4,600 Guild jobs have been lost through mergers, combinations and suspensions, 1,700 of them in New York City in the past year alone. The arithmetic is plain.

First, the addition of some 4,400 new members in the past seven years has been more than offset by the loss of 4,600 jobs.

Second, as a consequence, in each of these seven years average monthly per-capita payments—the basic source of General Fund income—have failed to meet expectations.

Third, meanwhile, the Guild's costs, like everyone else's, have risen and will continue to do so in the coming year.

The International Executive Board believes that a careful examination of Guild income and expenses can lead only to the conclusion that the General Fund is seriously underfinanced and that, if essential services are to be maintained, this condition cannot be permitted to continue.

The decline in Guild membership cannot be permitted to continue. An expanded organizing program can be financed and staffed only at the expense of a bargaining program that has only begun to realize its full potential, especially in the medium-size cities where our greatest organizing opportunities lie.

To dilute our concentration on bargaining at this time, your officers believe, would be short-sighted in the extreme. Indeed, if the Guild is to capitalize fully on its own unprecedented momentum and the industry's unparalleled prosperity, it must assign even greater priority to bargaining in the coming year.

Only after we have consolidated our financial position and maximized our bargaining gains can we hope to successfully mount the kind of organizing effort that is needed to bring the benefits and protections of Guild contracts to the unorganized newspaper workers who need them most.

—From the introduction to the 1967 ANG Officers' Report

'That One's Not Very Exclusive Any More'



DATELINE: WASHINGTON

Johnson's Popularity Rise Seen By-Product Of Mideast War

By WILLARD SHELTON, Washington Guild



A long time ago a White House aide of President Truman remarked that the chief fault he found with political reporters was their tendency to swing "too fast and too far" in interpreting the possible effects of day-by-day events. ("He's up, he's down, now he's up again, he's down!")

There isn't anything wrong, nevertheless, with observing that the Harris survey reporting spectacular gains for President Johnson in public esteem may be pretty reliable.

It is very possibly a reflection of compensation for an over-swing of the pendulum previously. That this may well be true is indicated by the profound change in attitude since December of the Democratic governors, whose meeting place then was practically a wailing wall of grumble and dissent aimed at the Administration but who now seem to think that Johnson will be a very good candidate next year.

The catalyst of change obviously was the Arab-Israeli war, in which the Israeli armed forces smashed the Arab clients of the Soviet Union.

That shocking Arab defeat impelled Soviet Premier Kosygin to the United Nations—but Kosygin was unable to get Security Council condemnation of Israel as an "aggressor" or any kind of resolution seeking to compel her to return to prewar boundaries with her shipping barred from both the Suez Canal and the Gulf of Aqaba.

Then came Glassboro, including an American town's warm, instinctive sense of welcome to a foreign government's spokesman—and Johnson's popularity bounced high in the polls.

It is unlikely that Johnson shared the general sense of euphoria about the Mideast. A settlement in that incredibly quarrelsome and passionate region depends on the desire of the Arabs and Israelis to accept a modus vivendi, with Israel's right to existence acknowledged and a genuine effort to conciliate Arab refugees in and out of Palestine.

In the meantime, the President has been having difficulties on entirely different issues with the

House of Representatives of the United States.

The net gain of 47 scored by Republicans in the House last November gave the GOP de-facto command on issues in which it could pick up the votes of 40-odd Democrats. It discovered in a series of roll calls that 40-odd Democrats were by no means always unopposed. The House created—although it later reversed itself—a resolution to raise the national-debt limit, even though the sponsor was the prestigious Chairman Wilbur D. Mills of the House Ways and Means Committee, who hadn't been beaten on a roll call for perhaps 10 years.

The House rewrote a Senate-passed extension of the Selective Service Law to prohibit the President from installing a "lottery-type" system of calling up young men for the service.

The Teacher Corps bill—a lynch pin in the Administration's spectacular expansion of federal aid to education concentrated in poverty areas—was heavily rewritten in the House under the leadership of Rep. Edith Green, Oregon Democrat.

The recruitment, selection and training of teachers for slum schools will now pass to state education agencies and local school districts. The Teacher Corps program has been "denationalized"—the exact opposite of what Administration leaders contemplated when they got

through the basic parts of federal aid two years ago.

Rep. Jerry Ford, the House Republican leader, has said repeatedly that the GOP seeks no restoration of the old "conservative coalition" that dominated House legislation for 30 years.

But a coalition is operating as evidenced by Johnson's defeat, and it is likely to give the President trouble throughout the 90th Congress.

The great reform programs—poverty, education, medicare—were passed in a period when the Goldwater disaster had reduced House Republican membership to 140 and Democrats had a towering 295-member majority. Even so, the House got muddled after passing many Administration bills and toward the end simply refused to pass any more.

The philosophical question arises: How many Democratic House votes does a liberal Democratic President need? The evidence is that whether or not he is distracted by Vietnam and the Middle East, he may be more comfortable with a minimum of 295.

And this fact, too, will play a part in the election next year. Harry S. Truman used with great effectiveness against Thomas E. Dewey the negative record of the Republican 80th Congress on domestic reforms and social welfare.

The Guild Reporter

ELLIS T. BAKER, Editor

Director of Research & Information

DAVID J. EISEN, Associate Editor

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