

Puerto Rico Boosts *El Imparcial* Minimum \$20

San Juan, Puerto Rico—Minimum increases of from \$12 to \$40, including \$20 in the reporter-photographer top with \$14 of it in the first year, are included in the new two-year contract the Puerto Rico Guild has negotiated with *El Imparcial*.

General increases in the new contract with the Spanish-language daily range from \$3 each year to \$13 each year.

The contract also covers for

the first time employees of the paper's mechanized accounting department, radio station and real estate operations.

Substantial improvements in grievance and arbitration procedures, job security, severance pay, hours and overtime, holidays, vacations, sick leave, maternity leave, expenses, night differential and Guild leave provisions are also included in the new contract.

Minimum increases of \$40 go

to the society reporter and translator classifications, with \$34 in the first year and \$6 in the second, bringing them to \$110 a week in the second year. The contract eliminates a separate job title for the society reporter and includes her in the same classification and at the same rates as other reporters. The translator, too, is upgraded to the reporter classification.

A \$15 differential over the re-

porter top minimum is established for the first time for the sports editor, Saturday magazine editor, arts editor, society editor, photo editor and electrician to give them a flat minimum of \$119 this year and \$125 next year.

The fair employment practices clauses are expanded to bar discrimination for "political belief" and the hiring clause to bar discrimination because of "kindred."

The old contract's grievance and

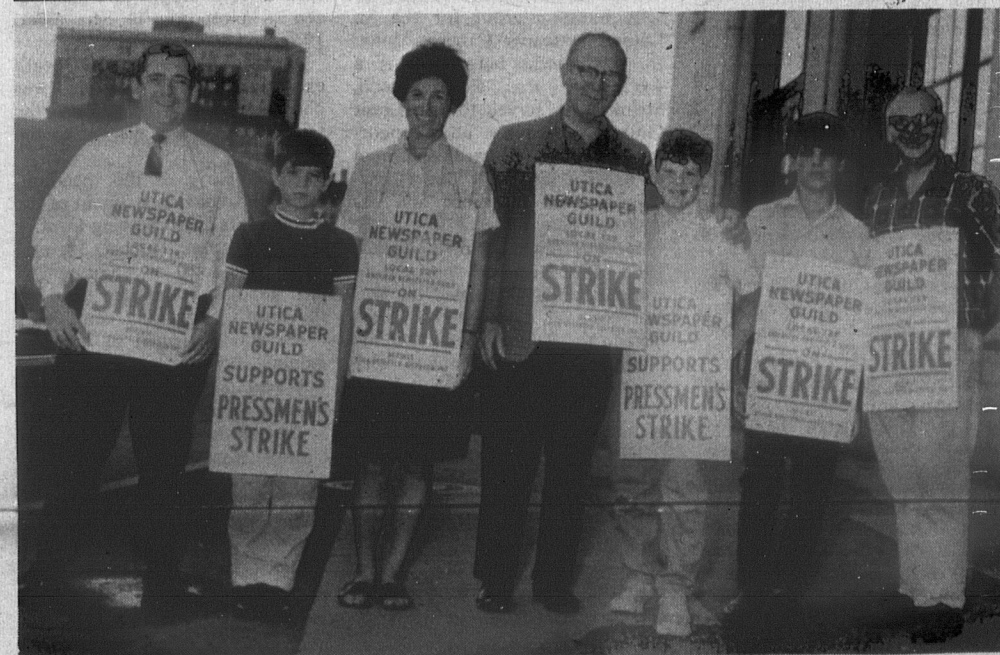
arbitration provision, which contained strict time limits on initiating and following through on grievances, is replaced with the ANG Model Clause, except that it excludes salary grievances from the procedure.

Economy dismissals must be justified by the company providing the Guild with the facts that lead it to conclude they are necessary to insure the survival of the prop-

(Continued on Page 6)



Vol. XXXIV, No. 17 Washington, D. C. August 25, 1967



ON THE LINE: Visiting pickets at the Utica strike are not only ANG's President-Elect, James B. Woods, center, and his wife Hattie, a former Guild member who is now an AFTRA unionist, but also sons Andy, 10, second

from left: Peter, 11, beside his father, and Chris, 13, second from right. The Woods family is escorted by IR John Edgington, left, and Utica Guild President Edward A. Ruffing. (Story on the latest Utica strike developments, Page 3.)

Voting In September

Panel To Set IEB Election Details

Details of the International Executive Board elections to be conducted Sept. 28 through Oct. 3 in three ANG regions will be worked out by the International Election and Referendum Committee at a meeting in ANG headquarters Sept. 8.

The committee, headed by Roberta Bailey of Philadelphia, will inspect voter eligibility lists and mail ballots to the locals in the regions involved.

Other members of the commit-

tee are George Holmes of New York, Edward Gilbreth of Chicago, Philip Feldman of Rochester and Fred Seguin of Ottawa.

At stake are vice presidencies in Region 1, encompassing New England and the Middle-Atlantic states except New York City; Region 3, the Midwest; and Region 6, Canada.

For the first time position on the ballot, previously established alphabetically, has been determined by lot. Carl J. Pesavento of Wilkes-Barre thus precedes Thomas M. Buckley, Jr., of Pawtucket on the ballot in Region 1; Noel Wical of Cleveland precedes Marshall W. Schiewe of Chicago in Region 3; and Gilles Desjarlais of Canadian Wire Service precedes Glen Ogilvie of Toronto.

Locals which will vote in Region 1 are: Albany, Boston, Bridgeport, Brockton, Buffalo, Erie, Harrisburg, Hazleton, Hudson County, Kingston, Lehigh Valley, Lynn, Manchester, Newburgh-Beacon, North Jersey, Pawtucket, Philadelphia, Pittsburgh, Portland, Me., Providence, Rochester, Salem, Scranton, Utica, Wilkes-Barre, Woonsocket, York.

Region 3 locals to vote are Akron, Battle Creek, Bay City, Chicago, Cincinnati, Cleveland, Columbus, Detroit, Gary, Indianapo-

lis, Kenosha, Lake Superior, Lansing, Madison, Massillon, Muskegon, Peoria, Rockford, St. Louis, Sheboygan, Sioux City, Terre Haute, Toledo, Twin Cities and Youngstown.

Locals of Region 6 to vote are Canadian Wire Services, Montreal, Ottawa, Toronto, Vancouver-New Westminster, Victoria.

ANG Pioneer, G. Ashcraft, Dies In Ind.

Bloomfield, Ind.—Garland Ashcraft, 69, holder of Card No. 1 in Local 1 of the American Newspaper Guild, died Aug. 18 in the Veterans Hospital in Marion, Ind. He was buried Aug. 21, the 34th anniversary of the founding meeting of the Cleveland Editorial Employees Association which shortly became the Cleveland Newspaper Guild.

Ashcraft was the second national treasurer of ANG in 1935, and

(Continued on Page 2)

Joint Operations Not Necessary, Publisher Says

Joint newspaper operating arrangements are not necessary to keep separate editorial voices alive in the nation's cities, the president and general manager of four papers in the Southwest told Congress this month.

And most papers being published under joint arrangements would survive if forced to "compete for advertising and circulation," Walter Kerr told Senate Antitrust and Monopoly Subcommittee hearings on the "Failing Newspaper" bill.

"If a few publishers cannot [survive], let them sell to an outsider" . . . or "let them get out and allow an outsider in," said Kerr, former chief of the Washington Bureau and editor of the Paris edition of the New York Herald Tribune and former general manager of the New York Times International Edition.

Kerr, who is now at the helm of the Santa Fe New Mexican, the Las Vegas (N.M.) Optic and weeklies in New Mexico and Colorado, blamed "mismanagement" for most of the newspaper closings and mergers of the past decade.

Publishers today are not interested in a "competitive situation," he declared.

"They look for monopoly situations. . . Publishers do not look around for difficult situations," he declared.

Proponents of the "Failing Newspaper" bill have painted a "mythical picture" of the newspaper business as an ailing one in their advocacy of the bill, Kerr charged.

He was the leadoff witness in the August round of hearings on a bill which would exempt from the federal antitrust laws newspaper mergers and joint operating arrangements involving a paper which "regardless of its ownership or affiliations, appears unlikely to remain or become a financially sound publication."

Before recessing the hearings, probably until November, the subcommittee had heard more than 40 witnesses testify on the bill, 18 of them this month. Thirteen of this month's witnesses, including eight newspaper-management rep-

(Continued on Page 6)

N.Y. Officer May Testify In Hearings

Thomas J. Murphy, executive vice president of the New York Guild, has asked that an officer of the local be allowed to reply to any allegations of restrictive practices by the local that the president and general manager of the defunct World Journal Tribune may make in the "Failing Newspaper" bill hearings.

Sen. Philip A. Hart, chairman of the Senate Antitrust and Monopoly Subcommittee which is holding the hearings, indicated he will comply with Murphy's request.

Hart, after hearing read into the record a memorandum accusing the Guild local of being the "most restrictive" union the short-lived paper had to deal with and of forcing it to operate with "incompetent and indifferent help," said he would like to hear the memo's author, Matt Meyer, WJT president, expand on it before the subcommittee.

The memo was read as part of his testimony by G. O. Markuson, general manager of the Hearst chain, who appeared in support of the bill during the July round of hearings.

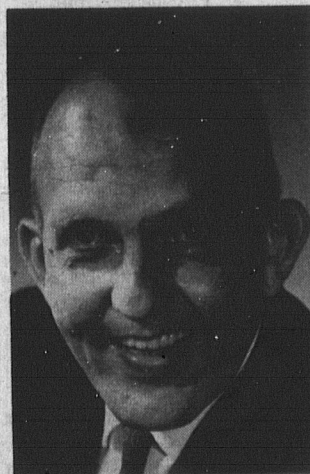
At the same time he tele-

(Continued on Page 6)

Rupert, Steinke Joining Field Staff



ROBERT J. RUPERT



ROBERT A. STEINKE

Two additions to ANG's staff of international representatives were announced by Executive Vice President William J. Farson this week.

Robert A. Steinke, second vice president of the St. Louis Guild, joined the field staff Monday.

Robert J. Rupert, retiring ANG Canadian regional vice president and president of the Ottawa Guild, will join the staff Sept. 11, Farson said.

Steinke, a circulation supervisor with the St. Louis Post-Dispatch the past 10½ years, became active in the St. Louis local soon after joining it 5½ years ago when he moved from a then-Guild-exempt country circulation job to the Post-Dispatch's Guild-

(Continued on Page 2)

Garland Ashcraft, 69, Dies

(Continued from Page 1)

a national vice president from 1936 to 1938. He was assistant editor of the Guild Reporter from 1952 to 1955.

By his own account, Ashcraft had decided to leave his job as a reporter for the Cleveland Press in 1933 when Heywood Broun's Aug. 3 column appeared calling for "getting . . . up" a union for newspaper reporters.

"Broun's column changed my thinking about running away from the job. I pasted the column in my hat one afternoon, declared war on the publishers, and set out to help organize a union."

Organizing included writing to Broun about the Guild and, as Ashcraft's Cleveland Press colleague Robert Bordner put it, "putting the heat" on Broun not only to attend the initial national Guild meeting but to become the first president.

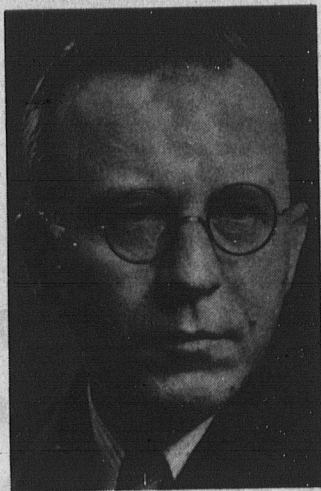
As assistant editor of the Guild Reporter in 1952, Ashcraft reminisced on the differences between the IEB then and the group to which he had belonged years earlier.

"Those early board meetings for the most part were hectic scenes of riotous debate, frequently punctured by bitter recrimination among the members."

"I think it was the dispassionate chairmanship of Broun, who was rarely ruffled, that kept the IEB from flying to pieces, and perhaps prevented some bloody noses. I can see in memory still, the great hulk of Heywood in the chair, looking coolly down at us in hot dispute, as if we were an exhibit of strange insects. . . ."

Ashcraft told of a time when he and Broun came into conflict. As national treasurer, he was advocating a policy of high dues before the National Executive Board, while others were urging a softer policy involving the sale of bonds.

"I finally concluded the argu-



GARLAND ASHCRAFT

ment by denouncing the opposition as publisher agents, plotting to stultify the organization. There were loud protests of foul play and improper remarks. Heywood wheezed, a point of order was made, and he brought down the gavel. He ruled that my remarks were improper. I said that I had more to say, and that no president of any union was going to pound me down with a gavel. Heywood looked at me without emotion and ruled that I could go on if I kept

Kingston Roadmen Get \$125 Minimum

Kingston, N. Y.—A \$125 top minimum for district managers has been negotiated by the Kingston Guild in a supplement to its contract at the Kingston Daily Freeman. District managers were recently added to the circulation department when the paper abandoned an independent-contractor system.

The Guild also bargained a \$154 top minimum for another new job, city-desk assistant.

to proper, orderly parliamentary argument."

Eventually, Ashcraft related, Broun offered a compromise which was accepted.

Ashcraft once wrote: "The American Newspaper Guild is now and will become not what you and I academically desire, but what conditions require of it. . . . My belief is that the Guild is now essentially a labor union, and will, with the publishers' attitude as it is and has been from the beginning, become more definitely and effectively a labor union as time passes."

Ashcraft was born in the hill country of Green County, Ind., in 1897 where, according to his 1935 biography as a Guild officer, he "cut sassafras sprouts and rag-weed out of the corn until he was 16," was graduated from Bloomfield High School, and taught school for a year.

He received a bachelors degree from Indiana University in 1921 after a hitch in the army. He started newspaper work on a country weekly in Bloomfield, worked on the Evansville Press, and the St. Louis Globe-Democrat. In 1925 he was city editor of the Macon, Ga., Telegraph, and came to the Cleveland Press in 1926.

He became City Hall reporter, and later a general investigative reporter for the Press, with which he stayed until 1939.

In 1940 he went into free-lance publicity and public-relations work, with many labor clients. He became editor of the Cleveland Union Leader, and was among the leaders of the campaign in which the Cleveland Industrial Union Council became one of the first CIO local central bodies to purge itself of left-wing leadership.

He is survived by a daughter, Martha, two sisters and a brother.

Hazelton Holds 'Chapel Meeting'

Hazelton, Pa.—The Hazelton Guild has voted its executive board authority to call a strike against the Hazelton Standard-Speaker unless the company agrees to a "reasonable and equitable" new contract.

The 16-member, editorial-only local took the action at a 9 p.m. "chapel meeting" Aug. 9. Night-side workers left their jobs for an hour to attend the meeting, leaving only exempt editors in the news room.

The Hazelton Guild's contract with the Standard-Speaker, an all-day paper, expired Oct. 31, 1966. Its reporter top-minimum was \$127.50 with a "suburban reporter" top of \$109.50.

Hazelton members also asked the Hazelton officers to make all preparations necessary for a strike and directed Hazelton President Joseph Falatko to name two delegates to one of a series of special meetings ANG is calling in Utica, N.Y., so that locals may learn first-hand how to conduct a strike.

ANG Collective Bargaining Director J. William Blatz is assisting local bargainers.

Rupert, Steinke Joining International Rep Staff

(Continued from Page 1)

covered city circulation staff.

A business agent for the St. Louis Newspaper Carriers Union for 11 months before taking a job with the Post-Dispatch, Steinke, 40, served the St. Louis Guild successively and concurrently as shop steward, chairman of the Post-Dispatch Guild stewards, and on grievance and negotiating committees.

He was a member of the local's 1965 Post-Dispatch negotiating committee that bargained the second contract in the ANG to go beyond the \$200 a week top minimum for key classifications. The key top minimums will go to \$207 next Jan. 1, when the last year of the three year pact begins.

The 1965 settlement also boosted circulation supervisors' top minimums by \$51, giving them parity with the reporter-display salesman's classification, and brought into the contract for the first time the country-district circulation men.

Rupert, assistant city editor of the Ottawa Citizen since April,

became active in the Ottawa Guild soon after joining it and the Citizen as a reporter in September, 1961.

He was elected to the local's executive board in 1963 and was chosen president in 1965, the same year he was elected to the IEB.

An employee of the then-non-Guild suburban department of the Toronto Star before going to work for the Citizen, Rupert, 30, also served his local as chairman of its "standing committee" and on the local's bargaining committee.

He was chairman of the bargaining committee that earlier this year negotiated the best settlement in the local's history in a 30-month contract with the Citizen. Most editorial top minimums were raised \$23.50 to \$154.10 in the settlement. General increases ranged up to \$23.50.

Rupert resigned last spring as vice president of the Canadian District Council, a post he had held for two years.

IT SEEMS

TO US

McLaughlin Endorses Buckley As Successor

WEST ORANGE, N. J.

Editor:

It was my pleasure at the ANG convention in Ottawa to nominate Tom Buckley of Pawtucket for vice president from Region I.

I have known Tom for many years and have worked closely with him on Guild affairs both at conventions and in Region I.

I'm sure that he has the experience, the intelligence, the energy and the dedication to make an excellent member of the IEB and a fine representative for Region I.

I heartily endorse his candidacy.

DANIEL A. McLAUGHLIN
Vice President
Region I

Buckley's Candidacy Boosted By Neighbor

PROVIDENCE, R. I.

Editor:

A 15-year association with Tom Buckley convinces me that Guild members in Region I will be making a huge mistake if they don't pick him for the vice presi-

dency filled so ably these many years by Dan McLaughlin.

As an officer in the Pawtucket Guild during Tom's presidency there, as a fellow delegate to the New England District Council and as a former president of the Providence local, I have watched Tom's tireless efforts on behalf of his fellow Guildsmen. Not only the Northeast Region, but all of the ANG, will benefit from his election.

LEONARD I. LEVIN
Providence Guild

Noel Wical Is Hailed For Independent Views

YOUNGSTOWN, OHIO

Editor:

I first met Noel Wical at the Sioux City Convention. Some older hands will recall that this convention was no tea party.

Noel was a freshman delegate. I was impressed with his observations and with the logic of his decisions.

My respect for his ability and character has grown as his service on the IEB continued.

Noel thinks before he speaks or acts.

We need his independent views,

based on an honest appraisal of the issue at hand.

I certainly will support his candidacy and invite others to join in assuring his election.

DICK RILEY
President,
Youngstown Guild

Pawtucket President Credits Buckley's Aid

PAWTUCKET, R.I.

Editor:

I have been associated with Thomas E. Buckley for over 17 years. In that time, we've had many different points of view. In these debates every effort was motivated to improve our local, and a measure of success was achieved because today we have a healthy and strong local.

Tom Buckley has always tried to help to improve the Guild and his local, and in so doing, has become experienced. Brother "Buck" has matured in Guild affairs, having been President of his local, President of the New England District Council, Chairman of the Constitution Committee at the '65 Detroit convention, and a delegate close to a dozen times.

In the early '50's, Tom Buckley was instrumental in helping to organize the commercial and advertising departments at his paper, the Pawtucket Times. When the call came at a later date for assistance in organizing the Providence Journal, he was available. Tom Buckley gives an honest effort in every adventure, and he'll not change when he is elected to the IEB representing Region I.

WM. L. FESIK
President,
Pawtucket Guild

Wical Termed Guardian Of Small, Large Locals

TERRE HAUTE, IND.

Editor:

It is unfortunate that Guildsmen of Region 3 must choose between two outstanding men for

their vice president on the IEB.

It is a difficult decision to make but I intend to vote for Noel Wical.

As vice-president-at-large for two terms, Noel has been a strong voice in behalf of all Guildsmen. When he differed from the administration he did not hesitate to speak out and vote accordingly. He has represented small Guilds as well as large Guilds. This is the kind of man we need on the board.

When the very life of the union is becoming more and more dependent on SMALL Guilds as membership melts away in mergers in big cities, we need someone on the board to demand that ANG take the organizing fight to potential members in hundreds of unorganized cities.

Let us also not forget the fight that Noel Wical made in the Cleveland strike, daring to debate the editor of his paper on radio and TV. It almost cost him his job but he did not flinch or crawl. He gave us an example of leadership that we all can admire but that few can carry out.

NED A. BUSH, SR.
Past President,
Terre Haute Guild

Night-Safety Steps Sought In New York

New York—The New York Guild and the craft unions have notified managements of the Times, the News and the Post that their members are increasingly exposed to violent attacks on their way home from night-shift duty, and have urged that additional protection be given them.

Copies of the letters were sent to New York Mayor John Lindsay.

The Times has given a subcommittee headed by George McNickle, local president, a list of women employees who work after 10 p.m. Management assembled the information in an effort to produce a plan to increase the

safety of women leaving the plant late at night.

A Guild-Times study is being made of parking facilities in Times Square to determine the cost of night-time parking on a company-wide basis.

Police have said they are providing as much protection now as is possible with present manpower.

Negotiations on the safety issue, however, appeared to be one of the few areas of progress as contract talks with the Times dragged through the summer heat. Joseph Eisenberg, unit chairman, and Edwin Egan, local representative, said that intense work might produce a settlement sometime next month, however.

Management has proposed annual wage increases of 8 percent retroactive to March 30; and 6 percent, and 6 percent applied to contract minimums in 1967 and 1968. The Guild has insisted that the increases be applied to actual salaries.

Baseball Owners Hire Gaherin

New York City—Major-league baseball team owners have stolen a page from the book of the Major League Baseball Players Association and hired a professional labor-management negotiator to deal with the players' group.

John J. Gaherin resigned Aug. 10 as president of the Publishers Association of New York City to take the \$50,000-a-year job with the team owners' Players Relations Committee.

The players' association hired Marvin Miller, a former Steelworkers Union economist last year to represent the players in their dealing with the team owners.

No successor had been named as president of the publishers' association two weeks after Gaherin resigned. Gaherin had been president since 1964.

Terre Haute Adopts Strikebreaker Law

Terre Haute, Ind. — Terre Haute has become the third city in Indiana and 94th in the United States to ban professional strikebreakers.

The Terre Haute ordinance forbids employers' hiring professional strikebreakers, forbids professional strikebreakers from seeking employment at a struck firm in the city, and forbids anyone recruiting, procuring, supplying or referring any professional strikebreaker for or to a struck employer.

Other Indiana cities with similar ordinances are Anderson, Gary and Indianapolis.

CLC Records Century-of-Song

Ottawa, Ont.—The Canadian Labour Congress has produced a new album of labor songs—most of them Canadian in origin—as one of its projects marking Canada's centennial year.

The album, titled "A Century of Song," contains songs which "recall the past and record the present" of the Canadian labor movement, according to a CLC announcement. One of the topical songs is the "Tilco Song," composed and sung for one of the strikes that touched off the CLC's stepped-up campaign against antipicketing injunctions.

The record is available from the CLC Education Department, 100 Argyle Ave., Ottawa, 4, Ontario, for \$2.50.



REAL PROTECTION: A trip into the sniper zone of Detroit during the recent riots would be no joy ride, so Guildsman Ira Rosenberg (in turret) and Wayne King and

Gene Goltz found an appropriate vehicle. The armored car they rode as they ventured forth on behalf of the Free Press was manufactured for a South American country.

Bill Sought By Unionists

The AFL-CIO's director of organization, the president of the Textile Workers Union and several workers fired for union activity have urged Congress to put more teeth in the federal law prohibiting union-busting.

They testified before a special subcommittee of the House Education and Labor Committee holding hearings on a bill which would provide for quick re-employment of workers the National Labor Relations Board rules are illegally fired for union activity.

The bill, introduced by Rep. Frank Thompson, Jr., Democrat of New Jersey, would:

► Provide a \$3-million revolving fund from which the NLRB could advance normal weekly wages to any worker illegally discharged for union activity but not reinstated while his case was being appealed.

A loan from this fund would be repaid from the worker's back-pay award if his case was won. If the worker lost, however, he or any "sureties" required to guarantee the loan, such as his union, would repay the loan.

► Authorize the NLRB to refuse to review a trial examiner's ruling that an employee had been illegally fired for union activity.

The board now must review any examiner's ruling an employer challenges. Such reviews take up to six months.

► Direct the courts to order immediate reinstatement of a discharged worker while a trial examiner and the NLRB's decisions in his favor are being appealed through the courts.

Judicial reviews of NLRB rulings often take up to two years. Presently the worker must wait through the entire period of litigation before being reinstated.

One worker-witness, Mrs. Doris Hicklin of Rock Hill, S. C., told the subcommittee she was fired by J. P. Stevens & Co. in 1963 for union activity, and that she had been fired from her \$1-an-hour job with a nursing home when she asked for unpaid leave to go to Washington to testify at the hearings.

Rep. Thompson asked the Justice Department to investigate her charge and prosecute the nursing home for intimidating a congressional witness if warranted.

Utica Strikers Meet; Gap Growing Wider

Utica, N.Y.—The Utica Guild and four other unions involved in the strike against the Gannett chain's Press and Observer-Dispatch held a mass meeting yesterday to announce to their members their intention of taking over the health and medical insurance payments management says it will halt Aug. 31.

With the strike approaching the six-week mark, Utica Guild President Edward A. Ruffing said he views the management insurance-payment announcement as an indication that the gap between the company and the unions may be widening.

In the meantime the Utica Guild last week held its first meeting with negotiators for the company since 2½ months before the strike began on July 15 when the Pressmen's Union set up picket lines.

The Guild, which had observed the Pressmen's picket lines from the first and picketed with them, officially and unanimously joined the strike July 21. The Stereotypers Union followed suit a week later.

Ruffing said the Guild and management negotiators discussed some 20 Guild proposals, with the Guild emphasizing that union security is among its foremost issues.

The Pressmen this week held their third meeting with the publisher since the strike began. It lasted for five minutes.

Ruffing said that only three or four employees are still working in the papers' newsroom. Most unorganized employees and free riders have been furloughed by the company, he said, with some of them reportedly being ordered to take 1968 vacation time. Some circulation workers have been transferred to Gannett operations in other cities.

With the company making no attempt to publish, Syracuse newspapers have been flooding the city, Ruffing reported, especially on Sunday.

Leaders of the Guild, Pressmen, Stereotypers, Typographical, and Lithographers and Photoengravers unions met Aug. 18 with the presi-

dent of the Utica Chamber of Commerce, at his invitation, to tell the unions' side of the strike to the city's merchants.

One Guildsman, Dante Tranquille, was notified while on the picket line that his work as chief photographer for the Utica papers had won him the \$150 first prize in the agricultural division of the New York State Fair's annual photography contest.

The Empire State District Council held its Aug. 12-13 meeting in Utica, and between business sessions joined the picket lines. Pledges of financial and moral support of the strikers were made by delegates to the Council meeting.

The Utica Guild reported the following contributions to its local strike fund since it received \$1,036 from delegates, locals and district councils at the Ottawa Convention. Contributions to the fund now total \$3,836.61.

Hudson County Guild	\$ 100
New York Guild	1,000
Rochester Guild	1,000
St. Louis Guild	100
Boston Guild	100
Erie Guild	25
Buffalo Guild	50
Washington-Baltimore Guild	350
Wire Service Guild	25
Seattle-Tacoma Guild	50

Engravers Seek Strike Sanction

Toronto, Ont.—A picket line clause, which would give photoengravers the contractual right to honor lines of any union in the three Toronto newspapers, is the subject of a dispute in which the Toronto Photoengravers Union has asked its international for strike sanction.

A meeting between the union and managements of the Star, Globe and Mail and Telegram has been called by Conciliation Officer Trevor Smith for Aug. 31. No meetings had been held since Aug. 2.

The Council of Toronto Newspaper Unions, headed by Orval R. McGuire, executive secretary of the Toronto Guild, affirmed its support of the Photoengravers at a meeting Aug. 9.

Perry Obeys, Reinstates ITU Strikers

West Palm Beach, Fla.—A 4-year-old unfair labor practices strike against the Perry-chain newspapers here and in Pensacola, Fla., has been ended under a court order directing the publisher to reinstate striking International Typographical Union printers.

And the president of the chain is asking members of the Southern Newspaper Publishers Association to seek exemption of the newspaper industry from National Labor Relations Act.

Union printers began returning to the West Palm Beach Times and Post July 23 and the Pensacola Journal and News July 30 following signing of a "memorandum of agreement" by Perry-chain management and attorneys for the ITU locals.

The agreement followed hard on the heels of the 5th U.S. Circuit Court of Appeals and a U.S. Supreme Court justice refusing the publisher's request that an order directing the company to comply with a 2½-year-old National Labor Relations Board ruling be stayed pending an appeal to the Supreme Court.

Under the NLRB order the Perry chain also must pay the printers for wages lost during the strike and bargain "in good faith" with the Printers' union.

The ITU struck the two Perry-chain plants Nov. 9, 1963, after three years of bargaining for new contracts.

The papers had published throughout the strike with professional and amateur strikebreakers.

John H. Perry, Jr., president of the Perry chain, meanwhile has asked the Southern Publishers legislative committee to "seriously recommend that our industry, because of problems peculiar to the newspaper business, should be exempted" from the federal labor law while a committee of Congress is hearing other proposals for changes in labor laws.

CLC Council Asks Action On Rights

Ottawa, Ont. — The Canadian Labour Congress's Executive Council has issued a call to provincial federations, local councils and local unions to intensify their human rights activities in preparation for the observance of Human Rights Year in 1968.

Noting that Canadian labor can "look with some pride" on its part in "persuading governments and mobilizing public opinion" for the human rights advances that have been made, the CLC Executive pointed out, however, that Canada is still a "long way" from realizing the goals of the 19-year-old U.N. Declaration on Human Rights.

The approach of 1968 as U.N. International Human Rights Year, the CLC Human Rights Policy Statement observes, "provides a strong incentive for action in Canada to remove those inequities which trouble the national conscience."

"Labor must do its part," the statement says, to assure that existing human rights laws are properly enforced and to promote and initiate programs to eliminate "a level of poverty and inequality which legislation is not adequate to overcome."

Pointing to "large numbers of Nova Scotia Negroes, Prairie Metis, Northern Eskimos and most of Canada's Indians," the CLC Executive said the crucial challenge "is to involve those directly concerned in the process of redressing their grievances."

"We must assist them to develop their own organizations to achieve their own goals."

Turning to human rights laws on the federal and provincial books, the CLC Executive observed that "a major problem exists in the lack of effective administration."

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

"Part-time enforcement suggests half-hearted interest. The government should go into the community and aggressively promote compliance with the law, even in the absence of specific complaints."

"Many federal manpower centers have been found accepting discriminatory job orders in violation of the law," the CLC Executive went on. "Private placement agencies in Nova Scotia and Quebec showed the same response in a similarly high proportion of cases."

"Obviously the requirements of human rights legislation are not being translated into the day-to-day life of the community."

"Full-time human rights officers should engage in face-to-face meetings with proprietors of tourist accommodations, employers, personnel managers, landlords, placement agencies, and others, in order to impress upon them their obligations under law."

"It should be the objective of the federal and provincial governments to develop a high degree of sensitivity to human rights throughout the country."

"It is the policy of the Canadian Labour Congress to urge the federal government and, through its provincial federations of labour, the provincial governments, to promote activities along these lines," the CLC stated.

By A. H. RASKIN

Excerpts from an article that originally appeared in the New York Times Magazine section. A. H. Raskin is assistant editor of the Times editorial page and a former member of the New York Guild.

THE DEATH of the short-lived World Journal Tribune, New York's fourth journalistic casualty in four years, has renewed the perennial search for the killers of the American Press. I have my own pet culprit, one I consider more lethal than abysmal labor-management relations, the movement of the well-to-do from center city to suburb, the upsurge of television and news magazines or any of the other more proximate causes of death in the recent fatalities in New York.

The real long-range menace to America's daily newspapers, in my judgment, lies in the unshatterable smugness of their publishers and editors, myself included. Of all the institutions in our inordinately complacent society, none is so addicted as the press to self-righteousness, self-satisfaction and self-congratulation.

That, needless to emphasize, is a personal view, not widely shared by my colleagues. At the risk of outdoing Uriah Heep in my smug antismugness, I feel there is a need in every paper for a Department of Internal Criticism to put all its standards under re-examination and to serve as a public protector in its day-to-day operations.

The press prides itself—as it should—on the vigor with which it exorcises malefactors in government, unions and business, but its own inadequacies escape both its censure and its notice.

The credibility gap is not a White House exclusive; it also separates press and people. There is disturbing skepticism among large groups of readers, including many of the best educated and most intellectually alive, about whether what they read in their newspapers is either true or relevant.

No week passes without someone prominent in politics, industry, labor or civic affairs complaining to me, always in virtually identical terms:

"Whenever I read a story about something in which I really know what's going on, I'm astonished at how little of what's important gets into the papers—and how often even that little is wrong."

ONE REASON the press doesn't worry more about how well it does its job is that the profit statements of most daily papers make pleasant reading for their owners.

The World Journal Tribune drowned in red ink; indeed, it had been born out of the monumental deficits that engulfed its forebears — The Herald-Tribune, The Journal-American and the World-Telegram and Sun. But their lugubrious financial experience was the final spasm of a shakeout that has all but extinguished press competition in New York and most other cities and has left the great bulk of the survivors, large and small, in exuberant fiscal health.

Today there are only 65 [cities with rival newspapers] out of a total of nearly 1,500 cities [with newspapers], and even in 21 of those the force of competition is diluted by the operation of joint printing plants, circulation, advertising and business offices.

New York, Washington and Boston are the only cities left with three separate publishers, and many observers believe Boston or Washington may come down to two in the next few years.

Of the country's 50 largest cities, 23 have single newspaper ownership.

IT IS NO LONGER fashionable, however, to suggest that there might be something unhealthy about this trend toward concentration. The current line is that the squeeze-out of marginal papers not only is inevitable because of the high costs of operation but also is a godsend to the public because it enables papers to do a

The Newspapers Of America

—What's Wrong With Them?



A GUARD WATCHES OVER STILLED LINOTYPE MACHINES

The Scene Was the Composing Room Of The New York World Journal Tribune

much more comprehensive and responsible job for their readers and their communities.

Unquestionably, there is substance to the contention that the absence of competition has impeded some publishers to invest more in covering local, national and foreign news and has freed them from any compulsion to sensationalize in the interest of stealing readers from a rival. In Milwaukee, Minneapolis, Louisville, Atlanta and Des Moines papers have got better, not worse, under monopoly ownership.

But the fact that only five or six dailies in competitive cities compare with those sheltered blooms in journalistic excellence does not make the swoop toward exclusivity any less dangerous in terms of democratic values. The most conspicuous lack in all our big cities is in understanding urban problems and in originality and diversity of ideas on how to solve them.

To say that a single journalistic voice offers the best insurance of adequacy in that direction is nonsense, and it is even more fatuous to argue that the availability of TV, radio and news magazines eliminates the need for more than one newspaper. Indeed, the only time publishers are disposed to acknowledge that the electronic media can approach newspapers as vehicles for education in community affairs or for comprehensive information about the world is when they want to impale the dragon of press monopoly on a convenient TV antenna. Where the monopoly publisher also enjoys a TV and radio monopoly, there is, of course, no shadow of shield for diversity.

ONE OBVIOUS moral from the World Journal Tribune experience is that newspapers must stand for something if they are to succeed in a period where the price of being second-best is extinction. Unfortunately, like all tiny morals, this one doesn't stand up too well. It is true that you can point to some excellent papers which are moving from one peak of prosperity to still higher ones by concentrating on ever higher standards of editorial quality and community usefulness. The New York Times and The Los Angeles Times, on opposite sides of the continent, are symptomatic of perhaps a dozen papers in this category. The Washington Post, Wall Street Journal and St. Louis Post-Dispatch also shine as papers and as profit-coincers.

But in monopoly cities it is possible to point to scores of papers without distinction which are making money so fast you would think they are running greenbacks rather than newsprint through their presses.

Vincent J. Manno and his associate, George Romano, two of the country's most active news-

paper brokers, report an extremely strong market for large and small newspapers, with buyers far more plentiful than sellers.

"The agencies of mass communication are big business, and most owners are big men," the Hutchins Commission declared in its strictures on press monopoly 20 years ago.

But it costs a lot more to start a daily now than it did then. In fact, it costs so much and the odds are so heavy against any independent seeking to break into an established newspaper market that the usual advice Manno and Romano give their clients is, "Don't start, buy."

Newhouse paid \$42 million five years ago for a New Orleans monopoly, The Times-Picayune in the morning and The States-Item in the evening. This year he bought Cleveland's only morning newspaper, The Plain Dealer, with only 375,000 circulation, for \$54 million.

Anyone who attempts to start a new afternoon paper in New York will need an initial nest egg of \$25 to \$50 million, and even then he will probably have to enter into a mutual production arrangement with The Times or The News to hold down costs.

Even in relatively small cities or suburbs, papers command sales prices of \$10 or \$15 million.

All of which makes it plain that the press, exercising a right to publish guaranteed by the First Amendment, cannot sit on an ivory throne and insist on immunity from comment or criticism in the same manner that it might if it were still possible for every itinerant owner of a hand press to set up shop and compete in the area of news and opinion.

When the Hutchins Commission found newspapers failing in their obligation to give the public "a truthful, comprehensive and intelligent account of the day's events in a context which gives them meaning," the reaction of most publishers was apathy or anger.

A combination of resentment, disdain and indifference remains the characteristic response of most newspaper nabobs to suggestions that the health of their balance sheet is not an infallible gauge of the adequacy of their performance. Thus, when Ben H. Bagdikian, after several years of research into the strengths, foibles and frailties of American newspapers, wrote in the March Esquire that "trying to be a first-rate reporter on the average American newspaper is like trying to play Bach's 'St. Matthew Passion' on a ukelele," his most emphatic rebuke came from the curator of a foundation set up to promote higher journalistic standards.

Dwight E. Sargent of the Nieman Foundation accused Bagdikian of hashing up glib assumptions, gross exaggerations and myths.

THE PROBLEM of keeping ads and news in some reasonable balance gets more troublesome for all papers as costs push through the roof and advertising pays a bigger share of the total bill. In 1946 the average daily had 27 pages, of which 12.3 went for editorial content and 14.7 for ads. Last year the size of the average paper had almost doubled to 53 pages, but ads got 18 of the new pages and editorial content only 8. Where the two had started almost even in total space, there was now a ratio of better than 3 to 2 in favor of ads.

It is, of course, easier to tune out an ad in a newspaper than it is a commercial on TV; all you have to do is turn to the next page—and the next ad. It is also true that ads are the news for a lot of readers, especially women; what the stores are selling is what they most want to know.

But many papers are approaching the point where the reader has to have a derrick to help lift them on Sunday and where he needs one bus seat for himself and another for his paper on weekdays. The saturation level may be at hand on newspaper size; the crucial question then will be whether the ratio can be maintained or reversed in favor of news.

Much more fundamental, however, is what improvements newspapers can make in their own assessment of news and how it fits into the snarled web of modern existence.

The equanimity with which many people took the recent strikes in New York, Detroit, Toledo and other major cities has made it plain that newspaper reading is a habit people can get out of.

If newspaper quality disappoints or if electronically transmitted information gets better, even monopoly may not create a privileged sanctuary for newspapers.

What happens when competition is unchallenged, they cannot amount to much in their communities unless they have flavor and conviction. Most editorial pages are so predictable in position and so pedestrian in style that they seem to have become the first part of the paper to be completely automated.

They speak without passion or persuasiveness, as if in self-abetting default to the army of columnists who have now moved into the role of opinion-influencers. In this proliferation of columns the aim of many publishers seems to be to neutralize all their syndicated pundits by covering the full spectrum from right to left with cave-of-the-winds completeness. The conscientious plowman through this maze of mentors is more likely to emerge with vertigo than enlightenment.

ALMOST HALF the country's papers are owned by chains, groups or other absentee owners; that makes it doubly important for them to accord at least as much attention to providing a forum for exchanging views and clarifying goals of all groups within the community as they do to parading national columnists to cancel out one another.

That is the point of my proposal that newspapers establish their own Departments of Internal Criticism to check on the fairness and adequacy of their coverage and comment.

The department head ought to be given enough independence in the paper to serve as an ombudsman for the readers, armed with authority to get something done about valid complaints and to propose methods for more effective performance of all the paper's services to the community, particularly the patrol it

keeps on the frontiers of thought and action.

Maintaining a "letters to the editor" column scarcely constitutes full recognition of a city's right of access to the paper that boasts of itself as the community's window on the world. And certainly not when one of the individual citizen's most persistent anxieties these days is how to keep from losing both his way and his identity in the mammoth institutions of a society of bigness.

IN THE DEBATE over collision between the constitutional rights of a free press and fair trial, the legal profession has shown much greater openmindedness than the press on how best to protect both freedoms, much less tendency to take refuge in self-serving sloganeering. The medical profession, under the pressures of Medicare and Medicaid, has moved a long way out of its self-anointed role as a secret society aloof from any public accountability. Newspapers can even less expect to stand aloof.

There are signs—but not enough—that they are beginning to put aside the curious double standards that always have made them proclaim "the public's right to know" everything except what goes on in the inner councils of the publishers themselves.

The industry's most important conference, the annual meeting of the American Newspaper Publishers Association, used to be forbidden ground to working reporters. In recent years the great bulk of the sessions have been thrown open to the press.

However, those devoted to exchange of views on the state of the newspapers—a subject of some interest to their 61.4 million readers—remain off limits except through second-hand briefing.

Peter Kiloss of The Times news staff files a formal request each year for the right to sit in on these sessions. Each time he is turned down—on the ground that he would merely be bored by what he heard.

Newspapers are still too full of nonstories, hallowed by tradition but conveying no illumination to those persistent enough to read beyond the headline. Typical are the thousands of interviews, starting on the day after every Presidential election, in which all the future candidates dutifully get it on record that they are positively not interested in running for the Presidency the next time around.

The most hopeful sign on the journalistic horizon is the extent to which some of the best established papers are resisting the temptation to believe that they can plod along well-paved paths in this era of ferment when nothing is precisely what it seems and truth wears a different face for each recorder. These papers are lifting the standards of quality at every level; they are attracting bright new talent, even though the best of newspaper salaries remain low by contrast with those in advertising, television, the sciences or industry generally.

But the problem of how to tell the news meaningfully—how to provide perspective without blotting out the line between fact and opinion—remains an ill-solved one. And unless it is solved, newspapers will lose both their best people and their readers.

There never has been a time when good newspapers have been more needed; there never has been a time when it has been so hard to make them as good as they must be.

© 1967 by the New York Times Co.
Reprinted by permission.

Raskin's Advice Heeded

Louisville, Ky. — The Louisville Times and Courier-Journal has appointed an official "Ombudsman" for the two newspapers in response to the suggestion made by A. H. Raskin in the article reprinted here that newspapers should have Departments of Internal Criticism.

The position—that of public "watchdog" for fair and accurate news reports — is believed to be the first of its kind on any daily paper in the United States.

Named to fill the post is John Herchen-

roeder, since 1965 assistant to the executive editor of the two papers, city editor of the Courier-Journal from 1945 to 1965 and a reporter in Louisville the 18 years before.

In announcing the position and Herchenroeder's appointment, a promotion ad in the two papers described the job as "checking any complaints readers might have regarding news coverage. When a complaint is justified he sees to it that appropriate action is taken. He is the readers' spokesman in the news department."

Minimum Hits \$185 In Phila. Contract

Philadelphia — Minimum and general increases of \$3 to \$8 in each year of a new two-year Philadelphia Guild contract with the Inquirer and News boost the top minimum for reporters, photographers, display salesmen, artists and promotion assistants \$7 a year

to \$185 this Sept. 23.

The flat minimum for make-up men and desk assistants goes up \$8 and \$8, to \$216.

Top minimums for classified salesmen are raised \$6 and \$6 to \$170.50; top minimums for telephone operators \$4.75 and \$4.75 to \$124.50; top minimums for telephone operators \$4.25 in each year to \$111.50, and the top minimum for messengers and copyboys \$3 each year to \$80 beginning next month.

Increases above the \$3-to-\$8 general and minimum increase schedule went to the minimums for photographers, taking them to \$112.25, to dispatchers, taking them to \$108, and to display control clerks, taking them to \$116, all in the contract's second year.

An increase in the publisher contribution to the pension fund, \$2.50 per employee during the term of the contract, will result in a .6 to 1 percent increase in the benefit formula.

The age for severance pay eligibility upon retirement was cut two years to 60.

The first publisher contribution toward hospitalization and medical insurance, \$2 per employee per week, begins March 23, 1968. A Guild Health & Welfare Fund will be set up and jointly administered by the Guild and the publisher.

Riot and disaster insurance for reporters and photographers was increased from \$10,000 to \$25,000; meal money, paid when employees work two hours or more overtime, was raised 50 cents to \$2.50, and a \$3 daily minimum was added for employee's using their cars on an occasional basis.

Denver Pact Adds Benefits, Security

Denver, Colo. — Gains in job security, vacations, severance pay, sick leave and insurance as well as wages have been won in a one-year contract between the Denver Guild and the Catholic Register.

The editorial top minimum is increased \$7 retroactive to June 1 and \$2 Dec. 1, to \$163.50. The top for art and library classifications is increased the same amounts, to \$95.

The Guild also won a fourth week's vacation after 20 years, an increase in the severance-pay ceiling from eight weeks to 12, six days sick leave a year instead of five, a doubling of life-insurance benefits to \$5,000, and increased health-insurance benefits, with the publisher paying employee premiums.

Filched Fig Finds Fount

San Francisco — The hippies inside the store hadn't used any water to wash themselves—so how could they be expected to water the tree stolen from the San Francisco-Oakland Guild office?

But there it was, drooping but undeniably one of the pair of laurel figs taken late in June from in front of 433 Natoma St. The forlorn fig is now one of six, for SFONG had replaced the stolen pair with five new trees, all safely anchored to the sidewalk. Temporarily the fig is in a happier watering place—the bar-to-be of the Guild Building.

Failing Paper Bill's Backers Create 'Myths,' Kerr Alleges

(Continued from Page 1)

representatives, opposed the bill. The five witnesses testifying this month in favor of the bill included three publishers involved in joint publishing arrangements. They were Jack Gullivan of the Salt Lake City Tribune, Dorrance Roderick of the El Paso Times and James Stahlman of the Nashville Banner.

The "Failing Newspaper" bill was introduced last spring after a federal court ruled that the joint operating arrangement between two dailies in Tucson, Ariz., was in violation of the antitrust laws.

Publishers, besides Kerr, who spoke against the bill this month included:

► William Loeb, of the Manchester (N.H.) Union Leader and four other New England papers, who said the newspaper industry replies to charges of monopoly by wrapping itself "in the First Amendment of the U.S. Constitution with all the effrontery and sham of a harlot trying to hide behind a wedding gown."

Loeb, who is married to the granddaughter of the founder of the Scripps-Howard chain, proposed alternate legislation which would, among other things, ban any newspaper from buying out or paying for the suspension of a competitor, forbid any individual or corporation owning more than one newspaper, and ban newspaper ownership of radio or television licenses.

► Harry Horvitz, publisher of dailies in Lorain, Mansfield, Willoughby and Dover-New Philadelphia, Ohio, who complained that big-city dailies are already using objectionable methods to try to limit competition from suburban dailies. He charged that the Cleveland papers are keeping syndicated features "on ice" solely to keep them from other papers in the area.

► Edgar Elfstrom, of the Fullerton, Calif., Daily News-Tribune, who charged that combination rates offered by the nearby papers of the Ridder and Hoiles chain are preventing his paper from getting its share of the Los Angeles suburban area national and local display lineage.

► Fred J. Martin, of the weekly Livingston, Mont., Park County News, who accused the Lee chain's Livingston daily of "discounting statutory prices" for county legal ads in order to keep

Paper To Bow Free On Bus

Passengers of the D.C. Transit System will receive free copies of the first issues of the Washington Examiner, which will make its debut as a weekly about Sept. 7.

O. Roy Chalk, who owns both the Examiner and the transit system, says he plans to rapidly convert the paper to a daily operation. The paper is to have a 1,300-line tabloid size page. It will be printed initially at the plant of the Montgomery County (Md.) Sentinel.

Jack Limpert, formerly with UPI and West Coast newspapers, will edit the venture. Frank McCordle, formerly advertising sales promotion director of the Washington Post, will be promotion director, and Neal Dyer, formerly with the Gannett newspapers, will be business operations manager.

Meanwhile, the New York Times planned to print its second dummy experimental afternoon newspaper this week.

them from his paper. The Lee chain is printing the ads below cost, he said, and offsetting the losses with profits from its other papers, in an attempt to eliminate his paper's competition to their daily.

Kerr dismissed the idea that the "Failing Newspaper" bill would cause publishers to "resort to mechanical devices" to juggle their books to create a failing newspaper that would qualify for a merger or semimerger if the bill were passed.

Book juggling isn't necessary, he said. "It can be done very easily through mismanagement." He suggested that an examination of the papers that have gone out of business in the past 10 or 15 years would reveal "many situations in which mismanagement was the real cause . . . at least equally if not more than economic conditions."

Kerr said newspaper publishers involved in joint operating arrangements favor the bill because

they are afraid that if they cannot change the law instead of their agreements to make them legal they "probably will . . . have to hire more advertising salesmen, more circulation people, more clerks and accountants, more reporters and editors."

"And it may be that their profits will decline," he said.

But if the bill is passed Congress will in effect be barring from entry into the newspaper industry any potential new entrant "with fresh ideas and determination who is willing to risk his money and his health in the belief he may gain a foothold in what may be a profitable market."

"Does anyone seriously suppose," Kerr asked, "that if Miami or Salt Lake City or Honolulu were reduced to one paper, the survivor would long stay alone in the field?"

"Freedom of the press means more than the survival of a newspaper combination," he said.

Murphy May Testify In Response To WJT

(Continued from Page 1)

grammed his request to Hart, Murphy wrote to Meyer to "formally demand . . . a list of all names of people whom you consider to be 'incompetent and indifferent' in their jobs and also a copy of any and all documents or complaints filed by the WJT management with the Guild regarding

the incompetency of these employees."

"The Guild considers these charges to be serious," Murphy wrote to Meyer.

Meyer, in reply, refused Murphy's request, explaining that since he might testify at the hearings "no useful purpose would be served by my submitting to the type of interrogation contemplated by your letter."

The Meyer memo Markuson read to the Senate subcommittee catalogued union-by-union the WJT's management-labor difficulties both before and after it began publishing.

It said that "of all the unions, our problems with the Guild were by far the most restrictive from an operating standpoint."

Charging that the Guild forced the paper to operate with "older, and in most cases, incompetent and indifferent help," Meyer's memo said Guild members "in the main carried on whatever work they did with such an air of indifference and unwillingness to shoulder responsibility that the work load of getting out the paper fell basically on a small number of loyal employees."

(Frank Coniff, editor of the World Journal Tribune, told a National Press Club audience in June that he thought "our staff did an excellent job," though he complained that the paper was overstuffed.)

\$10.80 Raise Won At Sun Cafeteria

Baltimore — A \$10.80-a-week across-the-board increase in four stages, a ban on automation dismissals, improvements in vacations, fully paid health insurance for the employee and a boost in company-paid life insurance are included in a new two-year Washington-Baltimore Guild contract covering employees of the Sun-papers cafeteria.

The four-stage, \$10.80-increase will raise the contract's highest paying classification, that of "first baker," to \$121.89 a week on Dec. 1, 1968. All classifications are raised 27 cents an hour over the term of the contract.



LIKE A MELODY: Bob Spenser, chairman of the Democrat and Chronicle Unit of the Rochester Guild, congratulates his daughter Ann as she is crowned Monroe County Harvest Queen at the annual county fair.

Imparcial Minimums Boosted Up To \$40

(Continued from Page 1)

erty, under another new clause.

Automation dismissals are banned and the company agrees to retrain at its expense and retain displaced employees in suitable jobs at no reduction in salary or impairment of benefits.

Severance pay accrues at the rate of one and a quarter weeks per year of employment with no limit. It formerly had a limit of eight weeks for seven years or more service. A minimum severance payment of four weeks is retained.

A guarantee of a minimum of four hours double-time pay for callback after the end of a normal shift is added in the new contract, and an employee required to work on a day off is paid double time with a guarantee of a full day at that rate.

Another new provision forbids the publisher to require an employee to work overtime.

Four new holidays are added, three the first year and one the second, for a total of 10 full holidays. The new ones are the employee's birthday, July 4, July 25 and Oct. 12. The contract also provides eight half-day holidays.

Vacation-day accumulation is raised one day in each of the contract's two years to 16 days in the second year.

Sick leave accumulation is raised from six days a year to 10 effective Aug. 3, and goes to 12 days a year next July 3. Maximum accumulation of unused sick leave allowed is boosted from 96 hours (12 work days) to 272 hours (34 work days).

The maternity leave clause is changed from four weeks before and after childbirth at 50-percent salary to three months before childbirth with four-weeks full pay and three months after childbirth with the right to accrued sick leave plus regular annual vacation pay in the postnatal period.

The no-pay-cut clause is improved to flatly prohibit cuts in salaries, with salaries defined as "all forms of compensation, including commissions and bonuses."

Night differential is increased from \$2 a week for all work after 3 p.m. to \$5 a week for any shift not starting and ending between 7 a.m. and 6 p.m. A lobster differential of \$7.50 a week is added for any shift starting between midnight and 6 a.m.

Weekly mileage guarantees are boosted from \$25 to \$30 for cir-

ulation collectors and subscription clerks working in the San Juan area and from \$30 to \$35 a week for those working elsewhere on the island.

A \$50 a month and 10 cents a mile guarantee is added for photographers working outside the metropolitan area, as is a \$40 a month and 10 cents a mile guarantee for reporters outside San Juan.

The company also agreed to pay for the "public responsibility insurance" of all employees required to use their cars.

And a \$22.50-a-week meal allowance guarantee was added to the contract for circulation personnel working outside the San Juan area, as well as a guarantee of compensation for hotel bills.

No-strike and employer's rights clauses were dropped from the contract. A clause to prohibit requiring employees to handle struck work or work destined for a struck shop was added.

The publisher is also required to provide \$1,500 life insurance providing double indemnity in case of accidental death or amputation, and agreed to negotiate a pension plan in the next contract.

The contract also requires the publisher to furnish a first aid kit in every department, air conditioning in the editorial department and towels and a small couch in the ladies' rest rooms.

'Radio San Juan' Goes Guild 11-7

San Juan, Puerto Rico—Employees of San Juan radio station WRSJ voted 11 to 7 Aug. 15 for the Puerto Rico Guild as their bargaining agent.

The NLRB election gives the Puerto Rico Guild jurisdiction over all the station's employees: announcers, clerical personnel, maintenance workers and technicians.

The station, known as "Radio San Juan" is owned by O. Roy Chalk of Washington, who also heads Trans Caribbean Airways and Washington's D.C. Transit System bus lines. Chalk has announced his intention of starting a new newspaper in Washington and says he is studying entry into the English-language daily field in New York City, where he owns the Spanish-language daily, El Diario-La Prensa.

AMONG

OURSELVES

Oliver Pilat, who resigned as president of the New York Guild when he became an assistant to New York Mayor John Lindsay, has resigned from that position to become director of information for the National Municipal League.



Pilat, who was in charge of New York's night mayor program in his position on the New York mayor's staff, recently completed a book about Lindsay's 1965 campaign for the mayoralty which is due for publication early next year. Pilat worked in the campaign while on leave from his job as political reporter for the New York Post. He has also written several other books, including a biography of Westbrook Pegler.

Alvin A. Spivak, a member of the Wire Service Guild and a UPI Washington correspondent, has been named director of information for the National Advisory Commission on Civil Disorders, the group President Johnson appointed last month to investigate riots in the cities. Spivak covered the Senate and White House for the International News Service before it was merged with United Press.

A former Guildsman, James E. Booker, a television commentator and free-lance writer who was formerly political editor of the New York Amsterdam News, was named consultant on information to the executive director of the disorders commission, at the same time Spivak was appointed. Booker has also served as a consultant on minority problems to business and government groups.

A former member of the Twin Cities Guild's executive board, Ted Kolderie, has been named executive secretary of the Twin Cities area Citizens League, a nonpartisan organization concerned with solving metropolitan-wide governmental problems. Kolderie, who has also served as chairman of the local's Grid-iron Dinner and as a member of the local's trial board, was an editorial writer on the Minneapolis Star when he accepted the new post.

Duane Emme, former chairman of the Washington-Baltimore Guild's Labor Press unit and former member of the local's executive board, has joined the staff of

the AFL-CIO News as an assistant editor. He went to the new job from 13 years as an associate on the staff of Labor, the railroad unions' weekly newspaper.

A former president of the Hampton Roads Guild, Raymond L. Bancroft, has been named managing editor of Nation's Cities magazine, publication of the National League of Cities. He had been business manager of the magazine since 1965, the year he left the Norfolk Virginian-Pilot, where he had spent eight years as an assistant city editor and urban affairs reporter.

The newly installed president of the New York Press Photographers Association is New York Guild Daily News-unit member Harold Mathewson.

N. Jersey Local Will Sue Ex-Officer For \$750 Fine

Elizabeth, N.J.—The North Jersey Guild will sue a former local officer, now managing editor of the Perth Amboy Evening News, to collect a \$750 fine levied against him by a local trial board for violating the ANG constitution.

The findings against Ron Rakos include crossing an authorized picket line and trying to induce others to follow him. They stem from the lockout of printers at the Evening News in November, 1965.

Rakos was promoted to managing editor, a position exempt from the Guild contract, following the lockout.

A recent Supreme Court verdict upheld the right of a union to

Pressmen Sign L.A. Times Pact

Los Angeles—The Pressmen's Union has signed a three-year contract with the Los Angeles Times, the first union contract in the paper's history.

The agreement, ratified 239 to 118 by Los Angeles Pressmen, provides an immediate \$6.50-a-week raise, to \$162 days and \$176 for night work, plus \$4.75-a-week increases in each of the contract's final two years.

It also guarantees participation in the Times' pension, insurance and profit-sharing plans, and spells out vacation, holiday, sick leave and jury duty benefits and grievance procedure.

The contract contains no union security, however, and bars strikes or lockouts.

Pressmen Renew No-Strike Pledge

Chicago, Ill.—International officers of the Pressmen's Union and the American Newspaper Publishers Association renewed and revised their no-strike, no-lockout International Arbitration Agreement here last month.

Under the pact, which has been in existence 65 years, the ANPA and Pressmen's International guarantee there will be no lockouts or strikes over grievances or contract negotiations at newspapers where the Pressmen's local and the publisher have signed individual arbitration agreements.

There are presently 137 daily newspaper pressrooms covered by the agreement, according to offi-

cials of the union and ANPA.

One revision in the new 5-year agreement, which will be submitted to a referendum in November by the Pressmen's officers, provides for selection of a standing panel of 20 arbitrators from which one will be chosen to settle a dispute.

Another change provides local signatories the option of establishing a local "permanent umpire."

The revisions are aimed at providing faster settlement of many disputes without lengthy and costly formal hearings, ANPA and Pressmen's Union officials said.

Before You Spend It All...

What's That Raise Really Worth?

Question: When is a \$9.61-a-week raise worth four cents—if you're lucky?

Answer: In 1967 if you're married and have been earning \$10,000 a year (\$192.31 a week), and get a 5-percent (\$9.61-a-week) raise to \$10,500 a year (\$201.92 a week), according to a recent "Your Money's Worth" column by Sylvia Porter.

Four cents a week is what will be left to add to your buying power and raise your standard of living, Miss Porter reported for the Publishers-Hall Syndicate, after higher prices and taxes attack your raise.

Converting her annual salary, raise, taxes, and cost of living figures to a weekly basis, this is the way it happens:

"A reasonable, even conservative" estimate that the cost of living will rise about 3 percent over the year cuts the buying power of a \$201.92-a-week salary

to \$195.86, the arithmetic shows. There went \$6.06 of the \$9.61 raise. There's \$3.55 left.

Assuming Congress votes the 10 percent income tax surtax President Johnson has requested, your federal income taxes will be \$2.67 a week higher.

The raise is now down to 88 cents a week.

Finally, assuming Congress raises the wage base for Social Security deductions from the present \$6,600 to \$7,600, there'll be another 84.6 cents deducted from your weekly check.

The \$9.61 a week raise is now reduced to 4 cents.

The \$200 a year raise is down to \$2.20 a year.

And, as Miss Porter points out, this arithmetic does not take into account any rises in state and local taxes.

These, too, had a big jump recently. In fiscal 1966 the average American paid \$290 to states and municipalities — \$25 more than in 1965—according to the Commerce Clearing House. The per capita tax burden went up from \$11 in North Dakota to \$67 in Hawaii.

Miss Porter says, "If you have investments which are increasing in value, or if you have funds which are earning interest or divi-

'67 Settlements Average 4.3%

Wage increases negotiated by unions in the United States in the first half of 1967 averaged 4.3 percent annually, up from 3.9 percent in settlements made in all of 1966, according to the Bureau of Labor Statistics.

First year wage increases negotiated between January and June averaged 5.4 percent in manufacturing industries, up from 4.2 percent last year and a straight 5 percent in non-manufacturing industries, even with last year.

The median annual wage and fringe benefit increase in contracts settled during the period was 4.9 percent, up from 4.5 percent in all of 1966.

dends, you well may be and probably are nicely ahead.

"But most wage or salary earners do not have these investments or cushions."

Commented ANG Collective Bargaining Director J. William Blatz on the Porter-computation: "She's much too conservative with the cost-of-living projections."

Gannett Reveals \$7 Million Earnings; Southam Profits Rise By 16.9 Percent

Rochester, N.Y.—The Gannett Company, Inc. earned \$7,020,105 on revenue of \$100,684,332 in 1966, the newspaper and broadcasting chain revealed in its first disclosure of operating revenues.

The announcement was made as a plan for recapitalization and the first public offer of stock were revealed in preparation for a special meeting of stockholders, scheduled Sept. 1.

Meanwhile a 16.9 percent increase in profits during the first half of 1967 was announced by Southam Press, Ltd., Canadian newspaper chain.

Clair Balfour, president of Southam, told stockholders that net income for the period was \$3,675,931, or \$1.22 a share, compared with \$3,144,098, or \$1.05 a share, a year ago.

Paul Miller, Gannett president, said that the board of directors has approved changes which would

convert Class A voting stock, now held entirely by the Frank E. Gannett Newspaper Foundation, Inc., preferred stock, now held by company executives, and Class B stock into one class of common stock.

Present Class A and Class B stock would be split 40-1, and preferred stock would be split 20-1. The plan would authorize 10,000,000 shares, and 4,235,700 would be outstanding.

Miller said that the directors intend to establish an annual cash dividend rate of at least 65 cents per share on the new common stock.

Miller's letter to stockholders said the company was "looking to the day when stock ownership, now confined to a relative few, will be widespread." No announcement was made of when the public offering would be made, if stockholders approve the plan.



A WORD FOR IT: The Brazilians don't have a word for "copy desk" in Portuguese, although they have a desk operation on their papers. So they picked up the English words directly. Here Nick Wallace, Pitts-

burgh Guild president, shows visitors from the Brazilian Federation of Professional Journalists what it's like to work the slot at the Post-Gazette. He also told them about recent bargaining which brought \$46 in raises on Post-Gazette minimums.

Editorial

From The Bottom Up

Rollin Everett, executive secretary of the St. Louis Guild, had some good advice for Guild members in his nominating speech for ANG President-Elect James B. Woods at the Ottawa Convention.

Said Brother Everett, who has been in Guild leadership positions since the 1930s:

"I often am approached by someone who has become interested in the Guild and asked this question: 'What can I do to become an officer of the Guild?'"

"Sometimes this is a person who just freshly became interested in the Guild, and what I tell them is:

"If you want to become an officer of the Guild, first attend meetings regularly. Have some opinions and get up and speak them. Be active in your department.

"Be elected a steward. As a steward, understand your contract, understand your union. Know what it's about so that you can serve your people.

"And then perhaps you will deserve to be elected a unit officer. And as a unit officer, be a good unit officer. Serve on committees. See to it that your unit is thoroughly organized in a real sense, that they believe in the Guild.

"And then perhaps you will be ready to serve on the Executive Committee. And when you have served on the Executive Committee, perhaps then you can become a Guild officer."

"This is the way our officers should grow in the Guild. They should know the Guild from the beginning to the end; they should know the trade union movement . . ."

Everett noted that Woods has grown up in the Guild this way. So have many others.

So will many more if they listen to Everett's advice.

And the Guild will be a better union for it.

LBJ On Farm(work)ers

The Guild's Ottawa Convention called on Congress to pass the bill to grant the protections of the National Labor Relations Act to the nation's farm workers in their struggle for union organization and recognition from the corporate farms that employ them.

Secretary of Labor W. Willard Wirtz, too, has expressed his personal endorsement of the pending bill, as have religious and labor leaders across the nation.

Until August 18, President Johnson had not said a word publicly about collective bargaining on the farm. Then he suggested farm owners be given bargaining rights similar to those of labor unions.

He still has not made a public comment on the proposed legislation for farm workers.

Rio Grande City, where the United Farm Workers Organizing Committee, AFL-CIO, has been battling big growers and the Texas Rangers for recognition, is about 270 miles straight south of Johnson City, not far at all by Texas standards.

The Guild Reporter

ELLIS T. BAKER, Editor

and
Director of Research & Information

DAVID J. EISEN, Associate Editor

Published by the American Newspaper Guild (AFL-CIO, CLC), the second and fourth Fridays of each month. \$3 per year. Single copies 15c. Guild Reporter deadline at 1126 16th St., N.W., Washington, D.C. 20036: News, the Monday preceding publication; advertising, features and letters, Friday preceding publication. Letters limited to 200 words by ANG convention action.

Vol. XXXIV, No. 17

August 25, 1967

American Newspaper Guild

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

Area Code 202-296-2990

PRESIDENT: ARTHUR ROSENSTOCK

EXECUTIVE VICE PRESIDENT: WILLIAM J. FARSON

SECRETARY-TREASURER: CHARLES A. PERLIK, JR.

REGIONAL VICE PRESIDENTS: Region 1—Daniel A. McLaughlin, 111 Maple St., West Orange, N. J. 07052; Region 2—Richard P. Lane, 61 N. Reese St., Memphis, Tenn. 38111; Region 3—James B. Woods, 7147 Princeton Ave., St. Louis, Mo. 63130; Region 4—Hugh H. Harrison, 1201 E. Lynn St., Seattle, Wash. 98102; Region 5—Bernard W. Stein, 73-12 35th Ave., Jackson Heights, N.Y. 11372; Region 6—Robert J. Rupert, Rural Route 5, Smiths Falls, Ont.

AT-LARGE VICE PRESIDENTS: George M. Muldowney, 401 Arcadia Drive, West Islip, N. Y. 11751; Robert D. Nordin, 1555 Merlynn Pl., North Vancouver, B. C.; Barney Peterson, 288 Grand View Ave., San Francisco, Calif. 94114; Kenneth E. Rieger, 5839 Fryer Ave., Toledo, Ohio 43615; Marshall W. Schiewe, 5813 Chicago Ave., Berkeley, Ill. 60163; Noel Wical, 7764 Dahlia Dr., Mentor, Ohio 44060.

DIRECTOR OF COLLECTIVE BARGAINING: J. William Blatz.
DIRECTOR OF INTERNATIONAL AFFAIRS: Richard P. Davis.
EXECUTIVE SECRETARY, CONTRACTS COMMITTEE: Robert Christofferson.

INTERNATIONAL AFFAIRS REPRESENTATIVES: John K. Sloan, Ronald A. Watts.

INTERNATIONAL REPRESENTATIVES: J. Ed Allen, Edna Berger (on leave), Charles Dale, John Edgington, Brian E. Huggins, Fred Jones, Robert A. Steinke.

DATELINE: WASHINGTON

Impeachment On Vietnam Issue Hardly A Mature Suggestion

By WILLARD SHELTON, Washington Guild

The noise and fury on the political scene today should be familiar to all of us. We have heard the same kind of thing so many times before. But we keep forgetting. They are merely the normal sounds of American politics about 14 months in advance of a presidential election.

Mr. Johnson taunted the senatorial critics of his Vietnam policies by pointing out that they could rescind the Gulf of Tonkin resolution, under authority of which he claims he is acting. The fire-eating dove from Arkansas, Sen. J. W. Fulbright of the Foreign Relations Committee, practically laid his body prone across his shield on hearing this dastardly suggestion. Impeachment of the Chief Executive, he dissented, offered the only practical way out.

Fulbright doesn't have any accurate gauge of sentiment in the House if he thinks that a resolution to impeach would be passed. Nor of the Senate, if he thinks that the upper house would vote to convict the President of "high crimes and misdemeanors."

Forty-four of 84 senators don't approve of the way Mr. Johnson is using the Gulf of Tonkin resolution, an Associated Press survey reports. But it is scarcely a part of the American scriptures that a majority must approve, at any particular moment, of policies the President, exercising his coordinate executive powers, tenaciously institutes and prosecutes.

Franklin D. Roosevelt sent the U.S. Navy into the North Atlantic, before Pearl Harbor, to protect cargoes bound for the British Isles from the threat of Hitler's

U-boats, and American warships fired on the U-boats.

A breach of the Constitution? It would be hard to find a modern constitutional lawyer to argue any such proposition. The President is also Commander-in-Chief, and if anyone doesn't like how he is using his powers, the remedy is political.

It is hard to follow Sen. Fulbright's argument that Congress is totally lacking in power—equally coordinate—that a war which revolts the nation's conscience, cannot be terminated or moderated by slashes in appropriations.

The voters will have a whack at Mr. Johnson next year, and Gov. Romney of Michigan is laying a political groundwork for assuring voters that a GOP Chief Executive can do better in regard to Vietnam than Mr. Johnson.

But impeachment? Not likely—and not a very mature contribution to the Great Debate shaping up.

A case can be made for the proposition that social, educational and welfare programs are being drained by the expense of fighting the war. In our turbulent cities these are programs of overwhelming importance.

The Administration can prove, by the books, that welfare spending is still rising. But it isn't rising as fast as it could except for

Vietnam, the critics say.

This is, obviously, a matter of priorities. But once again the answer must be given politically—by votes after full and free debate.

Republicans might be better off in 1968 if they hadn't slashed welfare spending, including the ludicrously small amount the Administration urged to aid cities with rat control. The rats are real. They ravage food supplies and bite children. But the bill was beaten, as catcalls and other mockery sounded in the well of the House. Somehow the impression has spread that this was not the most useful "economy" vote the GOP has racked up in Congress this year.

It may develop, instead, into a campaign issue for President Johnson, who most urgently needs something to get people's minds off riots in the streets.

The riots are real, too—senseless, chaotic and destructive—no matter what weight is given to the generations-long degradation of the Negro in American life.

But these things may all look very different under the searching lights of the 1968 campaign, when issues are certain to be argued vigorously with a consciousness in the minds of voters that they are being called upon to make decisions that make sense, all things taken into account.

Church, Job Rules Issued

Employers must make "reasonable accommodations" to the religious needs of employees so long as such accommodations do not place "undue hardship" on the employer's business, the Federal Equal Employment Opportunity Commission declared in new guidelines issued last month.

The guidelines, issued under the 1964 Civil Rights Act, cover observance of the Sabbath on days other than Sunday, as well as other religious holidays.

As an example, the guidelines note that "undue hardship" might be imposed upon an employer if, during an employee's observance of a religious holiday, his work could not be done by another employee of "substantially similar qualifications."

Because of the "particularly sensitive nature" of discharging an employee or refusing to hire an applicant on account of his religious beliefs, the guidelines specify, the employer "has the burden of proving that an undue hardship renders the required accommodations to the religious needs of the employee unreasonable."

The commission is directed to review complaints of discrimination on an individual basis in an effort to apply the guidelines equitably to varying religious practices.

Lord Thomson Buys Another

Valdosta, Ga.—Lord Thomson of Fleet's Thomson Newspapers, Inc., took possession of the 17,000-circulation Valdosta Daily Times, Aug. 16.

The paper became the 30th in the U.S. owned by Thomson, who also owns a number of papers in Canada, England and Trinidad, according to Editor & Publisher.

Which Paper Is Next?



'Take me to your leader!'

Ting in the London Free Press