

\$237 Top Is Won At N.Y. News; Up To \$46 Gained In 3-Year Pact



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Buckley, Wical, Ogilvie Are Elected

BULLETIN

The International Election and Referendum Committee today certified Thomas M. Buckley, Jr., Noel Wical and Glen Ogilvie as winners of ANG referendums for international vice president.

Thomas M. Buckley, Jr., of Pawtucket, Noel Wical of Cleveland and Glen Ogilvie of Toronto were elected ANG regional vice presidents in referendums concluded last week, according to unofficial returns tabulated by the Guild Reporter.

Buckley, in the closest contest, was running 140 votes ahead of Carl J. Pesavento of Wilkes-Barre for Region 1 vice president, with only three locals containing 74 eligible voters unaccounted for.

Wical was 400 votes ahead of Marshall W. Schiewe of Chicago in Region 3, with only two locals containing 89 voters unreported.

Complete returns showed Ogilvie the winner by 313 votes in Region 6 over Gilles Desjarlais, whose 280-member Canadian Wire Service Local was disqualified from participating in the balloting because per-capita payments were not submitted in time.

Other locals that lost all their votes through similar disqualification include Ottawa, Providence, and Lake Superior, Buffalo and North Jersey lost the major portion of their votes.

The Canadian Wire Service Local requested Sept. 27 that the election be postponed so that its members might "become able to vote." ANG Secretary-Treasurer Charles A. Perlik, Jr., replied that it was impossible to interrupt the election, which he noted was already under way in locals using mail ballots.

The International Election and Referendum Committee was to meet today at ANG headquarters in Washington to tabulate the official returns and certify the winners.

Buckley and Pesavento, vying
(Continued on Page 6)

The Tally

With all locals reporting in Region 6, all but three with 74 eligible voters reporting in Region 1 and all but two with 89 voters reporting in Region 3, this was the unofficial tally in the three referendums for ANG regional vice president:

REGION 1	
Thomas M. Buckley, Jr.	952
Carl J. Pesavento	812
REGION 3	
Noel Wical	1,530
Marshall W. Schiewe	1,130
REGION 6	
Glen Ogilvie	657
Gilles Desjarlais	344



NOEL WICAL



GLEN OGILVIE



THOMAS M. BUCKLEY, JR.

The Passing Gavel Woods Is 8th ANG President

When James B. Woods takes office as ANG president Oct. 15 he will become the eighth in a line that extends back to Heywood Broun, the Guild's founding father.

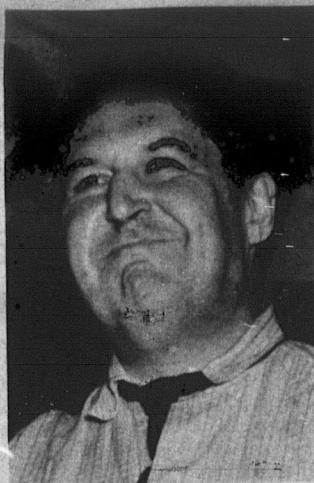
Broun was elected the new union's first president at its founding convention, which, in the process, gave the Guild the characteristic structure it retains today.

Broun was the most famous newspaper columnist of his day, and the convention established the presidency as an unpaid position, providing for a full-time, paid executive secretary (later changed to executive vice president) to serve as executive officer.

Broun continued to work as a columnist during his term as president, and, like him, his successors all have been working newspapermen.

There never was any question that Broun would head the fledgling union of newspaper reporters that first spread its wings at that first convention in Washington in December 1933, in the gloomiest days of the Depression.

It was Broun who had cranked up the engine for such a union



HEYWOOD BROUN
Founding President

with the celebrated column that ended with the declaration:

"But the fact that newspaper editors and owners are genial folk should hardly stand in the way of the organization of a newspaper writers' union. There should be one. Beginning at 9 o'clock on the morning of Oct. 1 I am

going to do the best I can to help in getting one up."

It was little more than two months after that date that 37 delegates from 17 cities assembled in Washington to found the Guild and, as a matter of course, elect Broun to lead it.

Broun held the office until his death in 1939, six years almost to the day after his first election. He led the Guild through its most critical days, when it struggled for recognition as the newspaperman's voice, into affiliation with the AFL and later the CIO, and into its present form as an industrial union including commercial as well as editorial-department employees.

His death left a void that it seemed few, if any, could fill. Among those nominated, as the Guild cast around for a president of comparable stature, were Eleanor Roosevelt, the Guild's "first lady," and columnists Robert S. Allen and Franklin P. Adams. But they and 10 others stepped aside for Kenneth G. Crawford, then Washington correspondent for the New York Post and the Nation and today a contributing editor
(Continued on Page 6)

Utica Guild Gets Union Security

Utica, N.Y.—The Utica Guild won maintenance of membership at Gannett's struck Press and Observer-Dispatch late last month as all noneconomic issues were resolved.

But negotiations on economic issues appeared headed for a new deadlock this week when the company made what it termed a "final offer" of \$7 and \$6.50 in a two-year contract.

The Guild negotiating committee recommended rejection of the

proposal, which will be voted on at a membership meeting Oct. 15. Other unions received similar offers and were to vote on them by the same date.

The maintenance-of-membership clause agreed on during a series of three meetings two weeks ago is only the second in Guild contracts with Gannett. The other is at the Plainfield Courier-News.

Among other issues resolved was a management demand for 21 additional job exemptions. None

of the exclusions were granted.

The company's wage offer, made Oct. 9 to the craft unions and the next day to the Guild, represented only a slight improvement in the "Rochester package" of \$6 and \$5 rejected by the printers and a \$5 and \$5 offer rejected by the Guild before the start of the strike.

The \$7 and \$6.50 offer, scaled down in lower paying Guild classifications, included a night
(Continued on Page 5)

Pension Plan Set; Desk Pay To Hit \$255

New York City—A settlement that will produce a key top minimum of \$237.30, up \$37.30 over three years and the highest in any Guild newspaper contract, was ratified this week by New York Guild members at the Daily News.

The wage increase was part of a money package ranging from \$15.65 to \$45.90, with part of the money going to a new joint pension plan and improved insurance coverage.

Sixteen dollars of the \$42.70 package at the reporter-ad salesman level is in the first year, with the full amount of the increase coming in the form of wages for the period retroactive to March 31.

Wage increases under the contract will range as high as \$40.15 in the case of subeditors, whose top will go to \$255.15. The starting minimums for reporters and display salesmen will go to \$141.75 immediately, the highest in any Guild contract, and to \$168.45 in the third year.

Thirteen cents of the package will go to finance a scholarship fund for employees' children, similar to those already operating at the New York Times and Post.

The money package, similar to that negotiated earlier between New York publishers and the Newspaper Guild, provides for increases of eight percent the first year, six percent the second and six percent the third.

The settlement, reached Sept. 28 after more than six months of bargaining, includes a cost-of-living clause that will provide additional increases in the second and third years equivalent to any
(Continued on Page 2)

\$204 Top Is Won At Radio Unit

New York City — Increases totaling \$20.75 will raise the top minimum for Radio Free Europe reporters to \$204.50 under a Guild contract covering the radio's New York employees.

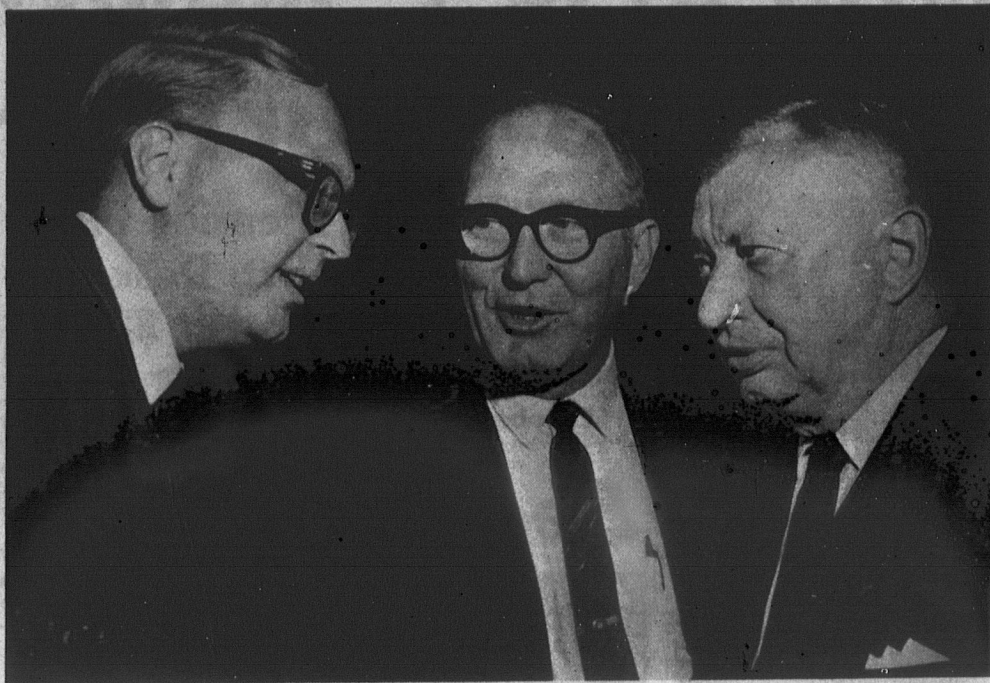
Other increases range from \$7.50 to \$22.50 over the two-year period starting last July 1. The highest increase goes to a group that includes assistant desk chief, correspondent and managing editor, raising the top to \$218 in the second year.

The Guild also won major improvements in pensions and severance pay.

Wage increases of six percent the first year and five percent the second will produce starting minimums of \$172.75 for reporters, up \$17.50, and \$148.75 for junior reporters, up \$15.
(Continued on Page 6)

Bulletin

Los Angeles, Calif.—The Los Angeles Times's 1964 acquisition of two San Bernardino papers was a violation of the antitrust laws, a federal judge ruled Oct. 11 in a precedent-making decision. He ordered the Times to sell the papers within 60 days.



Terre Haute Guild Photo by Bob Kadel

At Debs Foundation Dinner

ANG President-Elect James B. Woods, center, with Terre Haute Guild President Fred Nation, left, and Ned A. Bush, Sr., a past Terre Haute president, at Eugene V. Debs Foundation Award dinner. Woods

was one of five international union presidents to speak at the dinner; Bush received a medallion for distinguished service as executive vice president of the Terre Haute foundation.

Guild Leader Honored

Bush Cited By Debs Foundation

Terre Haute, Ind.—Ned A. Bush, Sr., past president of the Terre Haute Guild, was honored for his service to the Eugene V. Debs Foundation at its annual award dinner here Sept. 23.

Bush received a medallion in recognition of his work as executive vice president of the foundation. Similar medallions were presented to Patrick E. Gorman, secretary-treasurer of the Amalgamated Meat Cutters, who is foundation president, and Marguerite Debs Cooper, niece of the late

Socialist and union leader.

The foundation's annual award for public service was presented to A. Philip Randolph, president of the Brotherhood of Sleeping Car Porters and veteran civil-rights leader. The award dinner followed dedication of Debs's home here as a national historic landmark.

ANG President-Elect James B. Woods was one of five international-union presidents who addressed the award dinner.

Secretary of the Interior Stew-

art L. Udall, speaking at the dedication, hailed Debs as "the father of industrial unionism" and "the hero of millions of working people... who looked to him to lead them out of their poverty and misery."

Randolph, in accepting the award, decried the cry of "black power" as possessing "an aura of black racism which is just as bad and dangerous as white racism."

Woods was a guest of the Terre Haute Guild at a reception and turkey dinner the next day.

\$237.30 Top Is Won At N.Y. Daily News

(Continued from Page 1)
rise above four percent each year in the Consumer Price Index.

Guild members, at a ratification meeting Oct. 10, voted to divert from \$1.85 to \$5.75 of the first-year increases to pensions, insurance and scholarships.

The increases will send a number of top minimums in addition to that for reporters and display salesmen to levels higher than any previously negotiated in a Guild contract. They include:

► **Classified telephone solicitors:** Up \$7.05 the first year, to \$138.90, then \$8.55 and \$9.05, to \$156.50.

► **Typists and file clerks:** Up \$6.15, to \$111.30, then \$6.85 and \$7.20, to \$125.35.

► **Stenographers:** Up \$6.25, to \$118.60, then \$7.25 and \$7.75, to \$133.60.

The top for classified display salesmen will go up \$9.50, \$11.75 and \$12.40, to \$214.80, and that for traveling circulation representatives \$8.50, \$10.65 and \$11.25, to \$194.60.

The top for reporters and display salesmen reaches \$237.30 by increases of \$10.60, \$12.95 and \$13.75. The highest reporter top previously negotiated was \$233 at the Washington Post.

Similar increases in the key starting minimum will send it \$28.45 over the highest figure previously negotiated, \$140 at the Chicago Sun-Times and Daily News.

A reclassification will increase the top minimum for editorial trainees by \$36.10, to \$156.50. Other reclassifications will be made by a joint committee within 30 days, with unresolved jobs to be submitted to arbitration.

The new pension plan will provide benefits of one percent of an employee's average salary during his last 10 years of service, multi-

plied by years of service to a maximum of 30. Employees will be eligible after 10 years of service.

The News's present group-insurance plan will be replaced by a joint trust fund, with coverage equivalent to a year's salary plus \$1,000. Hospitalization protection will be extended from 21 days to 120, and improved medical insurance covering home and office visits will be instituted.

Other contract improvements include the following:

► An increase in differentials to 5½ percent on the night shift and 7½ percent on the lobster shift, with minimums of \$1.64 and \$2.25, respectively. Differentials were a flat \$1.56 and \$2.08.

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

► Triple time instead of double-time-and-a-half for work on a holiday falling on a day off.

► An increase in hazardous-assignment insurance from \$25,000 on death to 2½ times annual income with a minimum of \$10,000 for employees earning under \$10,000 and \$40,000 for those over \$10,000. Coverage is extended to total disability.

► Payment of 50 percent of net revenue to employees for syndicate and picture sales.

► Publisher payment for supplementary Medicare coverage.

► An increase from \$9 to \$11 in the per-diem expense allowance for out-of-town assignments and from \$5 to \$6 in the minimum daily allowance for car use.

Negotiations were continuing, meanwhile, for a new contract at the Times, with mediator Theodore W. Kneel assisting. The Guild's unit council at the Times last week reported progress was being made, but a unit bulletin decried the pace of negotiations as too slow.

IT SEEMS

TO US

Buffalo Protests Election Ruling

BUFFALO, N.Y.

Editor:

The Buffalo Guild plans to go as far as possible with its protest of a ruling by the International Election and Referendum Committee (IERC) denying about 300 members their right to vote in the recent Region 1 vice presidential election.

The IERC also rejected two local appeals of its earlier ruling sticking to its legalistic interpretation of the Constitution that per-capita taxes must have been postmarked no later than Aug. 15 regardless of the circumstances involved.

We insist in Buffalo's case that we are being unfairly penalized for something over which we had no control—postal inefficiency.

The local office secretary signed a notarized affidavit stating she placed the per-capita payment in question in a mailbox at around 2 p.m. Aug. 15. The Buffalo Post Office said regular collections were made from the box at 2 and at 5:20 p.m. that day.

But this envelope, sent by first-class mail, had an Aug. 18 postmark when it reached Washing-

ton. The Post Office here said it was possible the large manila envelope was mistaken for parcel-post mail and received slower handling.

Communication with ANG resulted in 131 of 420 members being declared eligible. A mistake had been made!

JOHN R. FLEMING, JR.
President
Buffalo Guild

Lake Superior Cites Election-List Protest

DULUTH, MINN.

Editor:

The Lake Superior Newspaper Guild was among those disappointed about losing their votes in the recent election because of a delay in dues payment.

But, to compound our disappointment, you neglected to mention in the Sept. 22 issue that we were among those Guilds who protested to the Election and Referendum Committee on the basis of our interpretation of the Constitution of ANG.

For the benefit of our members, let's set the record straight.

SELBY NORHEIM
President
Lake Superior Guild

Editor's Note: Lake Superior, like several other locals, protested the disfranchisement of members who were on checkoff but whose per capitas were remitted after the deadline.

Change In Election Rule Urged By McLaughlin

WEST ORANGE, N.J.

Editor:

As one of those disenfranchised in the vice presidential referendum in spite of the fact that my dues are deducted on checkoff, I protest.

I understand that the matter stems from an ambiguity in the ANG Constitution. Article XVII, Section 10, says, "Where a member's dues and assessments are checked off under Guild contract, such member shall be deemed to be in good standing until revocation...."

Article XXI, Section 6(a), says good standing for international elections shall be determined by remittances postmarked not later than the 15th of the month. Counsel has given the opinion that, for purposes of an international election, even checkoff remittances must meet the postmark criteria.

Since the checkoff is the ultimate that we can achieve in dues collections within the structure of the ANG, I think it should be our clearly stated policy that members whose dues are collected under checkoff shall be deemed in good standing for any purpose.

I don't quarrel with the counsel's opinion or the Election and Referendum Committee's reliance on it. I think the policy should be changed.

One man deserves one vote—if his dues have already been checked off.

DANIEL A. McLAUGHLIN
International Vice President

Ashcraft Recalled As 'Man Of Ideas'

WASHINGTON, D. C.

Editor:

A postscript to your informative obit [GR, Aug. 25] on Garland Ashcraft, Guild pioneer:

Ash was covering the Public Works Administration for the Cleveland Press and serving on the local Guild executive board when Secretary Bill Davey reported one night in 1934 that Cleveland publishers, after taking three 10-percent pay cuts out of

our pay envelopes, had laid off about two dozen Local 1 members.

Ash went to work in the positive-action Ashcraft manner, and the county PWA director eventually agreed that a newspaperman's project was justified. Twenty Guildsmen got back on a payroll at a time when they doubted anyone ever would hire them again.

I was project foreman, at Ash's invitation. The project was a lifesaver.

Ash was a man of ideas and an activist. Without him and men like him, the Guild might never have gotten past the talk stage.

Years later Ash recalled the time when the Cleveland Guild's founding committee held a meeting and fired off a telegram that sparked the ANG. Addressed to Heywood Broun, it said: "We have formed an American newspaperman's union and elected you president. Get busy and organize New York."

So long, Ash. It was good to know you.

EUGENE A. KELLY
Assistant Editor
AFL-CIO News

Times Abandons Consideration Of New P.M. Paper

New York City—The New York Times announced last week that it will not publish a new afternoon paper.

The Times, which had been weighing entry into the afternoon field since the World Journal Tribune closed last May, said the prospects for success of a new paper appeared uncertain.

The Daily News, which has also been considering an afternoon paper, said it is still studying the matter. Business Manager Val Palmer stated that "we haven't made a decision yet" but declined to comment on a report that the News has virtually given up the idea.

The News reportedly is producing a third pilot issue.

Andrew Heiskell, board chairman of Time Inc., said Time is still conducting a long-range study of a new paper, indicating it might be two years before a decision is reached. The company had previously said it would not go ahead with any new paper until it could build a plant for it. Times Publisher Arthur Ochs Sulzberger said the paper, in making its decision, had considered probable advertising volume, circulation, operating costs, revenue, production schedules, distribution problems and labor relations.

"No matter how we probed," he said, "the answers weren't encouraging. Despite our many advantages, an evening edition didn't come out as an acceptable long-time bet."

Sulzberger indicated that one of the Times's advantages may have become a negative factor when it came time to make the final decision.

"We were determined that we would take no step that threatened to diminish the quality or slow the progress of the New York Times itself," he said. "As we studied the demands on us that an evening paper would generate, it became obvious that major talent and time would be diverted from the Times to the new publication. . . ."

The Times's weekday circulation has grown to 989,000 and its Sunday circulation to 1,625,000 since the World Journal folded.

Asked for comment on the Times's decision, Dorothy Schiff, publisher of the city's only remaining afternoon daily, the Post, declared:

"I have great respect for the judgment of the New York Times, and if they have come to the conclusion to stay out of the afternoon, they are probably right."

The Post last week began an expanded press run in the old New York Journal-American plant following delay resulting from a jurisdictional dispute between the Guild and the Pressmen.

Breslin's Back

New York City—Columnist Jimmy Breslin, who tried to organize a new newspaper union during the New York Guild's 1966 strike against the World Journal Tribune, was fined \$10,600 this week for crossing Broadcast Employees' picket lines, the American Federation of Television and Radio Artists announced.

Breslin, a television newsman for the struck American Broadcasting Co., was one of four newsmen to be fined by AFTRA for crossing picket lines. Breslin is a member of AFTRA, which has directed its members to observe the lines.

Breslin, Tex Antoine, Bill Beutel and John Schubeck were fined a total of \$48,000 Oct. 9 by AFTRA's New York Board.

The dispute developed when management assigned the transportation of press plates between the stereotype department and the pressroom to the Pressmen. At the Post, the two departments are on separate floors, and the plates are transferred to and from an elevator by Guild employees. But at the old Journal-American plant they are on the same floor, connected by a conveyor belt.

Post Guildsmen, at a two-hour meeting in the city room Sept. 29, protested assignment of the work to the Pressmen. The Post agreed not to use the Journal plant that day (although it ran several thousand copies anyway) but began test runs there three days later under an agreement reached with the aid of mediator Theodore W. Kheel.

Pressmen retained the disputed work temporarily, but the Guild moved for arbitration of the dispute. Prof. Thomas G. S. Christensen of Rutgers University was selected to decide the case under a contract clause providing for arbitration of jurisdictional disputes.

The Post, meanwhile, filed an unfair-labor-practice charge against the Guild. The National Labor Relations Board is investigating.

Thomas J. Murphy, executive vice president of the New York Guild, said transporting the plates was "our normal and traditional work, regardless of any change in operations."



Vancouver-New Westminster Guild Photo by Danny Scott

Prelude To A Strike Vote

Guild members at the Vancouver Sun and Province ponder a report on bargaining by William H. McLeman, executive secretary of the Vancouver-

New Westminster Guild, before voting unanimously to request a government-supervised strike vote. The vote to strike was overwhelming.

Vancouver Unit Authorizes Strike In Government-Supervised Vote

Vancouver, B.C.—Guild-covered employees at the Vancouver Sun and Province voted overwhelmingly last week to authorize strike action in their quest for a new contract.

The tally was 511 to 121 in a 10-day mail ballot supervised by the British Columbia Department of Labour. More than 100 non-Guild members were declared eligible for the voting under a provincial law that allows the participation of nonunion employees, including supervisors, in strike votes.

It was the first strike vote in the quarter-century history of the Guild and its predecessor unions. The printers, ITU Mailers, Pressmen and Stereotypers, whose contracts expire at the end of the month, also have applied to the Labour Department to conduct strike votes.

The Guild ballots were counted Oct. 3. Three days later ANG Secretary-Treasurer Charles A. Perlik, Jr., addressed a joint meeting of the local executive committee and strike-preparation committees.

Unit members earlier had rejected a conciliation officer's recommendation of a five-percent wage increase in each year of a two-year contract, correction of a few wage inequities, a reduction of the service requirement for a fourth week's vacation and no other improvements.

The Guild, pointing out that it was unusual for a conciliation officer to make such a recommendation without a request by both parties, said the procedure was never discussed with its negotiating committee and that the recommendation was presumably made at the company's request.

Polling Pool

Vancouver, B.C.—Even management representatives bought tickets in a pool conducted by Guild Treasurer George Milne on the outcome of the Guild's strike vote at the Vancouver Sun and Province.

And even the most optimistic management officials weren't fooling themselves about the outcome. The lowest guess was 57 percent in favor of striking; the highest was 98.

The actual percentage: 80.85.

It characterized the recommendation as "astounding" in view of a "total lack of discussion on the Guild's wage proposals at the bargaining table."

"Even more astounding," it said, was the conciliator's recommendation that all issues except wages and vacations be left unre-

solved during the life of the contract and be discussed while it is in effect.

Strike Action Voted At Hammond Times

Hammond, Ind.—The Chicago Guild's Hammond Times Unit voted Sept. 21 to authorize strike action if necessary to achieve a contract settlement. ANG Executive Vice President William J. Farson promptly granted strike approval.

The vote was taken after two gains in which the company offered increases in minimums ranging from \$2 to \$5 a year for three years and minor fringe improvements.

The Guild is seeking a \$37 increase to \$200 in key top minimums, a Guild shop, a 35-hour week, five weeks' vacation and improvements in severance pay, hospitalization and life insurance, and pensions.

Negotiations are continuing.

ANG Pension Fund Rises 50% In Year

The market value of assets in ANG's Commingled Pension Fund spurted by more than 50 percent in fiscal 1966-67, exceeding the eight-million-dollar mark.

The assets' value as of July 31 totaled \$8,233,822, up \$2,876,555, according to an annual report by the fund's trustee, the Chase Manhattan Bank.

A large portion of the gain—close to a million dollars—resulted from increased participation of the joint New York Guild-

New York Times Pension Trust, established last year. The fund also benefited from a strong appreciation in its holdings' market value.

The market value of the funds' assets was \$1,011,880 more than their initial cost, a gain of 12 percent.

Contributions from participating plans totaled \$1,991,788, while income from interest and stock dividends amounted to \$274,490. The fund paid out \$28,233 to pensioners, raising the total paid during the fund's nine years to \$266,804.

A new Guild-management pension plan at the Cincinnati Post & Times-Star and a pension fund covering members of the Office and Professional Employees and some members of the Brotherhood of Firemen and Oilers at Labor, newspaper of the railway unions, joined the fund this year. They increased its membership to 18 trusts covering members of 12 Guild locals and four other unions.

This year's ANG Convention urged Guild locals to bring their pension plans into the trust "for higher return on investments" and "lower costs of administration."

NLRB Upholds Guild On San Antonio Vendors

The National Labor Relations Board last week upheld the San Antonio Guild's claim that 28 news vendors for the San Antonio Light are employees rather than independent contractors.

It ordered a representation election within 30 days of the Oct. 6 decision.

The board reversed a ruling by Regional Director Clifford Potter. ANG had filed a brief in support of the local's appeal against Potter's decision.

The vendors, all of whom have had individual contracts with the

Light, distribute the paper through vending racks, news dealers and other outlets. The board said that, although "several factors usually present in independent-contractor relationships" obtained, they were "not peculiar to such status" nor "uncommon in employment."

Among the factors it said were not decisive were the vendors' provision of their own equipment, their absence from the payroll, their determination of their own working hours and their hiring and firing of helpers.

"The vendor bears slight resemblance to the independent businessman whose earnings are controlled by self-determined policies, personal investment and expenditure, and market conditions," the board declared.

It pointed out that the vendors must buy and sell their papers at a price fixed by the company, that both their risk of loss and ability to increase earnings are minimized by company policies designed to prevent competition, and that their wholesale prices are apparently adjusted to compensate

them for fringe benefits, expenses and other factors.

Citing similar decisions in Guild cases at the Youngstown Vindicator and the Sacramento Union, the board found the vendors were employees under the decisive criterion of the employer's right to control "the manner and means, in addition to the result, of a vendor's work."

The San Antonio Guild earlier this year won bargaining rights for 31 district managers whom the Light had also claimed were independent contractors.

St. Louis Mixes Its Pitches



St. Louis Cardinal fan James B. Woods, ANG's president-elect, rejoices over St. Louis Guild's

most precious gift—a baseball autographed by players of the World's Champions.

St. Louis, Mo.—ANG President-Elect James B. Woods was equipped by his home local with an attache case—and a beer mug—last month.

The new president, sometimes referred to as "James B. (for Budweiser) Woods," was honored at the close of the St. Louis Guild's September membership meeting.

In addition to the attache case and the inscribed beer mug, a gift of fellow editorial Guildsmen at the St. Louis Post-Dispatch, Woods received a baseball autographed by

members of the World's Champion St. Louis Cardinals and a football autographed by members of the football Cardinals. The baseball Cardinals were clinching the National League pennant as Woods received the autographed ball.

Local President William Balota reviewed Woods's rise from shop steward through local and international office. And Woods was crowned with a hat fashioned pressman-wise from a newspaper with the title headline "ANG President."

St. Louis Guild Photo by Lynne T. Spence

Antitrust Violation Seen In Pact To Restrict Primary Coverage

The Justice Department is bringing pressure on an election-news service organized by the wire services and broadcasting networks to abandon plans for restricting coverage of next year's Presidential primaries as a possible antitrust violation.

The New York Times reported this week that the department is concerned over a reported News Election Service decision to cover only five or six key primaries in such states as New Hampshire, Wisconsin, Nebraska and Oregon.

The Election News Service is a co-operative vote-tabulating organization formed three years ago by Associated Press, United Press International, the American

Broadcasting Co., the Columbia Broadcasting System and the National Broadcasting Co.

The Times said the news service and Justice officials have been "negotiating" on the service's plans to limit primary coverage. The department contends the limitation might lessen the inclination of the networks and wire services to cover on their own.

"There will be a great temptation for each of them to take it easy, to be comfortable, if each one knows the other will not be covering such-and-such a primary," a Justice official said. "We want the savings accrued by combining their forces to go to the public rather than themselves."

Guild Substitute Pressed For 'Failing-Paper' Bill

New York City—New York Guild officers have called on New York's two senators to work for defeat of the "Failing Newspaper" bill and to seek alternative legislation that would inhibit the sale of a truly failing paper to a competitor.

The Guild's position was set forth in a statement sent to Sens. Robert F. Kennedy and Jacob K. Javits.

The Hayden Bill to exempt the merger or semimerger of so-called failing newspapers from antitrust prosecution, it said, "would give monopolistic powers to many newspapers," enabling their publishers to "destroy opposition and thus sabotage the right of the people to be informed through a

free and independent press."

"Particularly," the Guild officers said, "such monopolies could silence the courageous voices of dedicated editors on smaller publications."

"We submit that Congress has the responsibility of protecting the constitutional guarantee of freedom of the press and that the Hayden Bill endangers this freedom."

They called on Kennedy and Javits "to use all their moral force and their influence" to promote instead ANG's proposed legislation requiring that a failing newspaper be offered to outside buyers at its fair market value before it could be sold to or merged with a competitor.

Officials of the news service said the government was threatening its "news judgment." Under a government proposal, the service could be required to cover a primary that "nobody cares about," one spokesman said.

The government reportedly is holding in reserve a move to enjoin the service's coverage plans.

LPIU, Stereos, Bookbinders

Three-Union Merger Predicted

Los Angeles, Calif.—Kenneth Brown, president of the Lithographers and Photoengravers International Union, predicted last month that the LPIU, the Stereotypers and the Bookbinders would be the next printing-trades unions to merge.

A general merger of all unions in the printing industry "is the top priority issue facing all of us," Brown told the LPIU's biennial convention Sept. 18 through 22.

His call was supported by James Sampson, president of the Stereotypers, and John Connolly, president of the Bookbinders.

Sampson, Connolly and Brown told the delegates that old jurisdictional lines were being wiped out by new technological developments and that a merger of the craft unions based on them was the logical corollary.

"We are weary of the bickering and the expense involved in the constantly mounting issues over jurisdiction," Sampson said.

Stereotypers' Secretary-Treasurer Frank Creamer said his union's

\$23 Increase Pushes Kenosha Top To \$191

Kenosha, Wis.—Reporter minimums are up \$23.25, to \$191.25, in a new three-year Guild contract at the Kenosha News.

The settlement, which includes vacation, severance, sick-leave and insurance improvements, provides a \$27.02 increase in subeditors' minimums, bringing them to \$208.46.

The contract, which is retroactive to April 26, increases the reporter top to \$191.25 in annual \$7.75 steps. The subeditor differential—for copy, wire, sports and women's editors—is increased from eight percent to nine.

The reporter starting minimum is increased in three \$5 steps, to \$126.20, and the top for librarian and darkroom technician is increased in \$5.40 steps, to \$135.20.

A fourth week's vacation is added after 25 years' service, the severance-pay ceiling is increased from 40 weeks to 42 and the sick-leave ceiling from 38 to 40.

Medical-insurance improve-

C-O-L Clause Pays \$2.63

Madison, Wis.—The first application of a cost-of-living escalator added last year to the Madison Guild's contract with the Capital Times has brought across-the-board increases of \$2.63 and boosted the two-year wage settlement from \$16 to \$18.63.

The cost-of-living hike brings the reporter top minimum to \$171.63 and the starting minimum to \$125.87.

Another cost-of-living adjustment will be made Nov. 8, and an across-the-board contract increase of \$3 will become effective a month later.

ments require the publisher to pay \$14.27 a month toward the cost of family coverage.

California Pay Drive Mapped At Seminar

Los Angeles, Calif.—Noting that their relative wage position has worsened in recent years, Southern California Guild locals mobilized their forces for a major wage breakthrough this fall at a special ANG regional bargaining seminar here Sept. 30 and Oct. 1.

In 1950, ANG Research and Information Director Ellis T. Baker told the 75 delegates, the reporter top minimum in key Los Angeles contracts was \$20 less than the highest reporter minimum in other Guild contracts; as of ANG's Aug. 1 tabulation, he pointed out, it was \$33 less, a drop of \$13 in relative position.

Baker said that since 1950 the San Diego top minimum also had fallen \$13 further behind the highest reporter minimum and that in Bakersfield the minimum had fallen almost \$20 further behind.

Since the Aug. 1 tabulation, Baker noted later, the highest reporter top minimum—at the Washington Post—has risen an-

other \$8.25, to \$216.50, leaving the Southern California contracts that much further behind their relative position of 1950.

Meanwhile, ANG Collective Bargaining Director J. William Blatz reminded the delegates, the cost of living continues to rise at such a rate that sizable wage increases are required to keep pace with rising costs, much less achieve real wage gains.

In the two years since the expiring Los Angeles contracts took effect, he noted, the cost of living has risen approximately six per cent.

This means, he said, that of the \$10.30 increase in the reporter to top minimum negotiated two years ago (raising it to \$174.80), a total of \$9.87 has been wiped out by rising living costs, leaving a net increase of 43 cents in spendable earnings.

"How are you spending your extra 43 cents each week?" he asked the delegates.

executive board is "totally united on the value of merger between LPIU and our union."

Connolly, who declared jurisdictional fights "do more to destroy the old trade-union spirit of co-operation than anything else," said the Bookbinders will have to consider temporary unification with one or two other unions if a general merger of all printing-trades unions is not yet possible.

Brown reported that merger of the Lithographers' and Photoen-

gravers' unions into a single organization has led to major bargaining gains, among them the achievement of photoengravers' vacation benefits for lithographers and lithographers' holiday benefits for photoengravers.

Earlier in September the Stereotypers voted in convention to pursue a merger with other graphic arts unions, and the International Typographical Union's annual convention approved steps toward a merger with the Pressmen.

San Francisco Votes Dues Hike

San Francisco, Calif.—Dues increases ranging from 25 cents to \$1.25 a month were approved by members of the San Francisco Oakland Guild in a September referendum.

The proposal, which carried by 499 to 232, will raise the dues ceiling from \$10 a month for members earning \$200 a week and over to \$11.25.

The lowest fixed payment, for members earning from \$40 to

\$49.99, will rise from \$2 to \$2.25, but a five-percent-of-salary payment for members earning less than \$40 remains unchanged. The new schedule will take effect Nov. 1.

The local executive committee and representative assembly, in urging approval of the increase, cited a continuing deficit, growing expenses and loss of members resulting from the 1965 San Francisco newspaper consolidation.

Antilabor Drive Cited In COPE-Aid Appeal

An antilabor "Dixiecrat-ultra-conservative coalition is back in the saddle" in the House of Representatives, Guild locals were warned this week as they were urged to press ANG's 1967 dollar drive for COPE, the AFL-CIO's Committee on Political Education.

Jim Cesnik, associate director of Research and Information, cited the growing right-wing coalition in recalling this year's ANG Convention declaration that labor "must begin now to prepare for the 1968 elections when many of the seats lost by its friends in 1966 must be won back."

In recent weeks, Cesnik pointed out in a letter to U.S. locals and district councils, the House has withheld or curtailed appropriations for urban assistance and the war on poverty, ridiculed a ratelimitation program aimed at city slums and reduced President Johnson's proposed \$70-a-month social-security minimum to \$50.

"At the same time," the letter noted, "two of the groups that played big roles in helping to change the complexion of the House through last November's elections—the National Association of Manufacturers and the U.S. Chamber of Commerce—have started beating the drums for new laws to curb what they call the 'excessive and growing power

of the trade-union movement."

"The Chamber held a dozen 'labor-law reform' workshops around the nation last month, plumping for an end to the 'union-slanted decision-making power' of the NLRB..."

The NAM, for its part, has voiced alarm over co-ordinated bargaining by AFL-CIO unions, the letter reported, and has called on Congress to consider "how best the problem of union monopoly," industry-wide unions and multiple bargaining should be met.

Cesnik accompanied the letter with COPE dollar books, political-action committee forms, explanatory literature and copies of a new COPE pamphlet, "Politics in the Suburbs," which he said has been dubbed a blueprint for "crabgrass-roots political action."

Connecticut Town Joins Antiscab List

Ansonia, Conn.—This city of 20,000 has become the 95th in the United States and the third in Connecticut to pass an ordinance banning the employment of professional strikebreakers.

The other two Connecticut cities with such ordinances are New Haven and New Britain. The state passed an antistrikebreaking law earlier this year.



Philadelphia Guild Photo by Joseph Martin

The Guild's Newest Unit

ANG Collective Bargaining Director J. William Blatz, right, is on hand to present gavel and bargaining advice to officers of the Guild's newest unit at the Atlantic City Press, where the Philadelphia

Local won a representation election last month. From left, Ruth Lacombe, treasurer; Michael Shepherd, vice chairman; Mary Scarpa, secretary, and Chuck McGee, chairman.

Negroes On Newspapers

Job Path Seen Open But Untrod

Managing editors of the nation's newspapers say they are willing and even anxious to hire Negroes, but only 230 Negroes are presently working on 300 Associated Press papers.

Those are the findings of a survey by the Associated Press Managing Editors, the most comprehensive of its kind yet undertaken.

Answers to an APME questionnaire disclosed that 63 editors are actively seeking Negro staffers and that 100 would "lower or bend" their employment standards to train them. Most of those not embarked on active recruiting programs said they would hire anyone qualified.

But the 300 papers reported only 147 Negroes in key editorial jobs, with another 83 holding such jobs as editorial clerk, library assistant and copy boy.

There were 119 Negro reporters, 13 copyreaders, 13 photographers, one assistant editor, one music critic and three women's news reporters. There was not a single Negro editorial writer.

The vast majority of the 230 Negroes were employed on papers with over 100,000 circulation. Only 24 were employed on papers in the 50,000-100,000 class, and only 10 on smaller papers.

Many editors answering the questionnaire said they had never had an application from a Negro, stating that Negroes had been discouraged from training for newspaper jobs. They conceded that past prejudice was largely responsible.

Asked by Editor & Publisher why so few Negroes are employed in the nation's newsrooms, Negro columnist Carl T. Rowan cited the absence of job opportunities until recently. More Negro students are steering their course toward journalism today, he said, but he added:

"Until our newspapers make a very conscious effort to involve high-school and college Negroes in their employment pattern, particularly summer employment, and until they abandon the psychology of tokenism, we shall continue to have too few Negroes in city rooms of America."

Opportunities are opening up for Negroes even on Southern newspapers, according to an article by Roger M. Williams, Atlanta Time-Life bureau chief, in the Columbia Journalism Review.

"Several Southern papers have indicated that they are willing, even eager, to add Negroes to their staffs," Williams said, reporting that even the staunchly segregationist Charleston (S.C.)

Color Story

New York City—The "Black Power" movement and ghetto riots have worked wonders in opening New York newspaper jobs to Negroes, according to columnist Murray Kempton.

"For a long time," wrote Kempton in the New York Post, "newspapers in this town talked wistfully about how hard it was to find competent Negro reporters. Then the disturbances began; the black nationalists refused to talk to white reporters, and there was a spectacular rise in respect for the talent of the Negro journalist."

But, Kempton added, "now there are signs that the nationalists won't talk to Negro reporters, either."

News & Courier now has a Negro reporter whose byline stories frequently appear on Page 1.

On the other hand, Williams reports, the avowedly liberal Atlanta Constitution and Journal have refused to hire Negro reporters. He quoted George McMillan, formerly in charge of an Atlanta University Center program for training Negro journalists, on his attempts to place students on the two papers:

"I tried for four months to get a satisfactory interview with those papers," he said. "When I finally got one, the managing editors made it plain that they didn't intend to hire a Negro reporter."

"They said they recognized they might be pressured into it at some point, but clearly that point hadn't arrived."

Ex-Detroit Guild Leader Retires As Police Boss

Detroit, Mich.—Ray Girardin, the police reporter who became police commissioner, announced his resignation last week on reaching the mandatory retirement age of 65.

Girardin, a former president of the Detroit Guild and first chairman



Girardin

of the local's old Detroit Times Unit in 1933, served a four-year term, weathering two grand jury investigations of the Police Department, a partial police strike and one of the nation's worst riots. He will remain on the job until a successor is chosen.

Mayor Jerome P. Cavanagh, in accepting his resignation, said Girardin's name "will play an important role in the history of this community because of his enlightenment and humane understanding of people above all else."

Girardin had been subjected to criticism for allegedly not dealing forcefully enough with the July riot. But in a recent Saturday Evening Post article he retorted:

"It is one thing to shoot back at snipers, and it is another thing to shoot down a child who is looting a pair of shoes or even a television set. Property can be restored, but not life."

Girardin was appointed police commissioner in 1963 after serving a year and a half as the mayor's executive secretary. He had been a Times reporter for 25

years until the paper folded in 1960, establishing a reputation as a crime reporter.

Before becoming police commissioner he had written with odd appropriateness in a Guild Page One book:

"A reporter has got to put himself in the position of the person he's advancing on to get the story."

Union Security Won By Strikers In Utica

(Continued from Page 1)

differential increase of 50 cents a shift the first year and \$1 the second and reduction of the service requirement for a fourth week's vacation from 25 years to 20.

The Pressmen's Union gained one objective this week when the company agreed to a shortened contract that will give the Pressmen a common expiration date with the other unions.

With the strike ending its 13th week today, Guild strikers are scheduled for a \$5 increase in benefits under ANG's benefit policy. The strikers have also begun to collect unemployment compensation.

Strike donations are coming in from other Guild-locals and district councils at an accelerating rate, with contributions to date totaling \$8,676. Of this total, \$4,115 was received during September. Following are the September donations:

Wire Service Guild	\$100
Hawaii Guild	50
Washington-Baltimore Guild	250
North Jersey Guild	100
Lake Superior Guild	35
Scranton Guild	25
Youngstown Guild	50
Wilkes-Barre Guild	300
Rochester Guild	50
Manchester Guild	50
Newburgh-Beacon Guild	150
Cleveland Guild	150
Middle-Atlantic District Council	50
Pawtucket Guild	100
Los Angeles Guild	25
Portland (Ore.) Guild	50
Kingston Guild	50
Bakersfield Guild	50
Cincinnati Guild	50

Company Sells Strike Issue

Utica, N.Y.—Management last week sold the press that started the 13-week-old Utica newspaper strike.

Disclosure of the sale came only two weeks after settlement of the company's dispute with the Pressmen over how many employees were to man it. The company said no new press would be installed for the life of the contract.

The 19-year-old press, purchased from the Dallas Times-Herald two years ago, was never installed. Company officials did not say why they decided to sell it.

St. Louis Guild	50
Columbus Guild	50
Vancouver-New Westminster Guild	50
Denver Guild	50
Toronto Guild	200
Albany Guild	50
Rockford Guild	25
Terre-Haute Guild	75
Seattle-Tacoma Guild	100
San Antonio Guild	50
Akron Guild	50
Woonsocket Guild	25
Erie Guild	50
New England District Council	50
Twin Cities Guild	50
Madison Guild	25
Hudson County Guild	100
New York Guild	1,000
Philadelphia Guild	75
San Francisco-Oakland Guild	50
Gary Guild	50
Stockton Guild	25

D.C. Printers Win \$32, Credit Guild Assistance

Printers at the Washington Post, Star and Daily News won \$32 over three years Oct. 1 in a settlement Typographical Union President Charles Hines credited the Guild with helping to obtain.

The settlement was reached hours before a scheduled strike-vote meeting following expiration of a citywide contract at midnight. Four days earlier the Washington-Baltimore Guild's executive board had directed members to observe any printer or photo-engraver picket lines, an action

endorsed immediately thereafter by a local membership meeting.

Hines, in reporting settlement terms to the printers, said the Guild's stand was instrumental in winning the settlement.

The agreement, which is subject to ratification in a membership referendum, provides for wage increases of \$11, \$11 and \$10, raising the day-side scale to \$190.

The Lithographers and Photo-engravers last week settled for a similar package.

A. H. Raskin To Give Twin Cities Lecture

Minneapolis, Minn. — A. H. Raskin, assistant editor of the New York Times editorial page, will deliver the 20th annual Twin Cities Guild Memorial Lecture Oct. 26.

The lectures are sponsored jointly by the Guild and the University of Minnesota.

Woods Is Eighth To Wield ANG President's Gavel

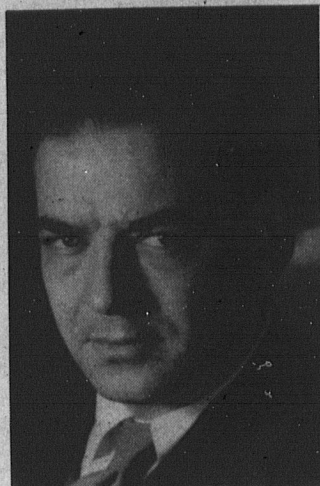
(Continued from Page 1)
of Newsweek magazine.

Crawford, who was first vice president of the Washington Guild at the time, was elected to fill the post on an interim basis in January 1940 until the Guild's 1940 Convention.

"Heywood Broun's place in the American Newspaper Guild can never be taken by anyone else," Crawford said in taking office. "I accepted the nomination of the Washington Guild fully realizing that I could not hope to fill his shoes. But I agreed with the Washington Guild that, even though he could not be replaced, he should be succeeded."

Crawford held the top spot only until the following July, when Donal M. Sullivan of Boston, an international vice president, was elected to an administration slate, defeating Crawford in a close convention vote.

Sullivan, a newsman at the Boston Globe who had been president



DONAL M. SULLIVAN
1940-41

of the Boston Guild, didn't hold the office much longer than Crawford.

The 1941 Convention, after a bitter battle between left-wing and reform factions, took elections out of the hands of the convention and placed them in the hands of the membership via direct referendum. And the following fall Sullivan went down to defeat, with other administration candidates, before a reform slate led by Milton Murray, president of the Detroit Guild and assistant city editor of the Detroit Times.

Murray led the Guild through the war years, a period in which left-wing influence was eliminated from the Guild's national organization. But in 1947, confronted with the threat of a four-way battle for the presidency, he withdrew from the race. (But not from the labor movement. At his retirement at the end of 1966 because of illness he was director of organization for public employees of the Building Service Employees International Union.)

Murray's withdrawal and that

of a second candidate left Harry Martin, a former international vice president and first president of the Memphis Guild, and Willard Shelton of Washington (currently the Guild Reporter's Washington columnist), as the remaining candidates.

Martin, a columnist and amusements editor for the Memphis Commercial Appeal, won the election to become ANG's fifth president.

During his six years in the office he became labor representative for the Marshall Plan in Europe and was instrumental in founding the International Federation of Journalists, helping to lead the Guild and other newspaper unions out of the Communist-dominated International Organization of Journalists.

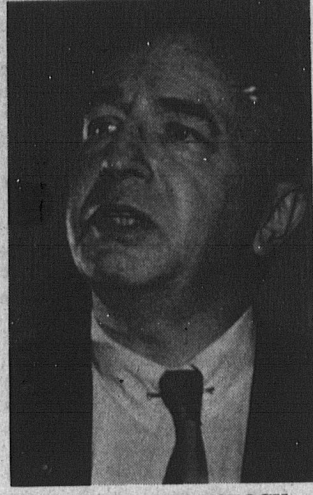
In 1953, in the closest presidential election contest in ANG history, Martin was defeated for re-election by Joseph F. Collis, an international vice president and president of the Wilkes-Barre Guild. Collis won by 214 votes out of almost 15,000 cast in a contest that wasn't settled until



JOSEPH F. COLLIS
1953-59

mail ballots were counted by the International Election and Referendum Committee.

Martin was public-relations director for the American National Red Cross at the time of his death two years later.



ARTHUR ROSENSTOCK
1959-67

Collis, who was assistant managing editor of the Wilkes-Barre Record, served six years, matching the terms served by Broun, Murray and Martin. In 1959, he stepped down in favor of Arthur Rosenstock, a former international vice president and president of the New York Guild, who was elected to succeed him.

Collis was elected an international vice president but resigned in 1962 when he was named managing editor of the Record, a Guild-exempt position.

Rosenstock, who is supervisory librarian of the New York Post, will have served for the longest period of any ANG president—eight years—when he leaves office Oct. 15. Declining to seek re-election at this year's convention, he seconded Woods' nomination for the post.

Like most of his predecessors, Woods is a working newspaperman—he is state editor of the St. Louis Post-Dispatch—who has moved up through the chairs, having served as local president and as an international vice president since 1955.



KENNETH G. CRAWFORD
1940



MILTON MURRAY
1941-47



HARRY MARTIN
1947-53

Buckley, Wical, Ogilvie Win Regional IEB Contests

(Continued from Page 1)
for the post left vacant by the retirement of Daniel A. McLaughlin of North Jersey, ran neck and neck, with Buckley sweeping New England and Pesavento carrying most locals south of New York. But most New York State votes went to Buckley, who shut out his opponent in four New England locals—his own, Manchester, Woonsocket and Salem—and piled up a 330-to-43 majority in

Boston. Buffalo gave him 117 of its 120 votes.

Pesavento shut out Buckley in only one local—Scranton. His biggest margin was in Philadelphia, which gave him 269 votes to Buckley's 30.

Wical and Schiewe, both incumbent vice presidents at large, were competing for the regional vice presidency held for the past 12 years by ANG President-Elect James B. Woods. Wical, for

whom Cleveland delegates had sought support as a presidential candidate at the ANG Convention in July, ran instead as an "independent" candidate for the regional seat.

Piling up a big vote in Ohio and Indiana locals, Wical also made deep inroads into Schiewe's Midwest District, capturing Twin Cities by 246 to 24. He carried his own local by 501 to 37 and amassed wide margins in Cincinnati and Columbus.

Schiewe carried his home local by 387 to 12 and piled up a 291-to-61 edge in St. Louis.

Ogilvie, seeking the Canadian regional seat vacated by Robert J. Rupert of Ottawa, received his margin of victory at home, where Toronto members gave him a 477-to-161 majority.

Ogilvie won a 98-vote edge in Vancouver-New Westminster, but that was offset by an almost identical Desjarlais majority in Montreal.

Ogilvie is president of the Toronto Guild, Buckley is a former president of the Pawtucket Guild, and Wical is a former president of the Cleveland Local.

The winning candidates are scheduled to take office Oct. 15, along with other officers elected without opposition at the convention. Wical will be starting his third term on the board.

Others elected or re-elected at the convention, in addition to Woods, were Executive Vice President William J. Farson, and Perlik, starting their seventh terms; At-Large Vice Presidents George M. Muldowney of Wire Service, starting his fourth, Robert D. Nordin of Vancouver-New Westminster and Barney Peterson of San Francisco-Oakland,

starting their second, and Harry Ryan of New York, James H. White of Memphis, and James G. McMahon of Detroit, starting their first, and Regional Vice Presidents Bernard W. Stein of New York, starting his third, Hugh H. Harrison of Seattle-Tacoma, starting his second, and Joseph Holt Anderson, Jr., starting his first.

Guild Wins \$204 Top At Radio Free Europe

(Continued from Page 1)

Other top-minimum increases include \$19.25 for senior editor and public-relations assistant, up \$19.25; \$168.50 for librarian, up \$17; \$145.50 for desk assistants, up \$14.75; \$135.75 for editorial assistants and assistant librarian, up \$13.75; \$118.25 for secretaries, up \$12.75; \$115 for receptionists, up \$11.75, and \$107.25 for stenographers, up \$10.75.

The severance-pay ceiling is increased from 52 weeks to 60, while pension improvements increase the minimum monthly benefit from \$100 to \$110.

A new pension formula will increase benefits by 1½ percent of the first \$400 of monthly salary times years of credited service, and two percent of monthly salary in excess of \$400 for each year of service after July 1, 1968.

This will be paid in addition to the old formula of one percent of the first \$300 times years of credited service plus 1½ percent of salary between \$300 and \$400 and two percent of salary over \$400 for service between 1964 and 1968.

The Guild also negotiated an increase in the supplementary pension plan covering 300 employees in its Munich Unit, raising the monthly benefit from \$50 to \$75.

Meanwhile, the Munich Unit has bargained increases of five percent a year in its two-year memorandum of agreement with the Free Europe Committee, in line with settlements covering the radio's German employees.

The settlement was negotiated in co-operation with two unions representing German employees.

GR Asks Locals To Help Fight 60% Postage Hike

The Guild Reporter is asking Guild locals to help defeat a bill that would increase its postal rates and that of other labor publications by 60 percent.

GR Editor Ellis T. Baker urged locals to register their opposition to the 60-percent increase by letters to their senators, particularly members of the Senate Post Office and Civil Service Committee.

The 60-percent increase, cut from the bill by a House subcommittee, was restored by the full House Post Office and Civil Service Committee. The measure has been sent to the Senate after passing the House this week.

Baker, in a letter to Sen. Mike Monroney, chairman of the Senate Post Office Committee, pointed

out that "the almost exclusive source of income for labor papers is the dues of their unions' members."

"A sharp increase in costs would force many papers to curtail their size and/or frequency of publication," he said.

Baker reiterated that the GR, like the International Labor Press Association, was not opposed to a 20-percent increase spaced over three years, as proposed for most other publication classes.

Members of the Senate committee, in addition to Monroney of Montana, include Sens. Ralph W. Yarborough of Texas, Vance Hartke of Indiana, Hiram L. Fong of Hawaii and J. Caleb Boggs of Delaware.

Local Copy

A PAGE FOR OFFICERS AND STEWARDS

Merit Pay: Circulators, Janitors No Stepchildren

Merit pay isn't limited to editorial employees at the Cincinnati Post & Times-Star. Circulation and even maintenance employees share the wealth, company payroll data discloses.

Seven of 16 fully experienced district managers, for example, were drawing pay above the prevailing top minimum of \$144.75 as of last December. (A new contract has raised that minimum to \$153.75 since then.)

And 19 of 24 fully experienced janitors were earning more than the prevailing top of \$74.75—an average of \$8.01 more, in fact. (That minimum has been raised to \$79.)

Among reporters, 63 of 66 fully experienced were over the top of \$150.75, by an average of \$19.42. (That top is now \$159.50.)

Following is the salary breakdown among circulation, maintenance and editorial employees. (Payroll data for advertising and business-office employees appeared in the GR of July 7.)

District Managers		Actual Salaries
Top Minimum		9 at \$144.75
\$144.75 after five years		1 at 146.00
		1 at 147.50
		1 at 148.00
		1 at 151.75
		1 at 156.75
		1 at 166.75
		1 at 175.00
Circulation Supply Men		Actual Salaries
Top Minimum		11 at \$108.50
\$105.50 after four years		
Key Men		Actual Salaries
Top Minimum		1 at \$ 78.50
\$74.75 after one year		2 at 80.75
		1 at 82.25
		1 at 117.00
Reporters		Actual Salaries
Top Minimum		3 at \$150.75
\$150.75 after five years		1 at 153.75
		1 at 154.25
		1 at 155.75
		1 at 156.40
		7 at 157.00
		2 at 158.75
		1 at 159.00
		1 at 159.50
		1 at 160.00
		1 at 160.75
		5 at 162.00
		1 at 162.50
		1 at 163.50
		2 at 164.50
		1 at 165.00
		10 at 167.00
		1 at 168.00
		1 at 169.25
		1 at 170.00
		1 at 170.75
		1 at 171.50
		1 at 172.50
		2 at 174.50
		2 at 177.00
		1 at 177.50
		2 at 179.00
		1 at 180.00
		1 at 181.00
		1 at 182.00
		2 at 183.75
		1 at 185.00
		1 at 190.00
		2 at 192.75
		1 at 193.50
		1 at 197.00
		1 at 201.75
		1 at 279.50
Building Maintenance		Actual Salaries
Top Minimum		1 at \$ 91.25
\$91.25 after three years		1 at 94.50
		1 at 102.50
		1 at 125.75
		1 at 163.50
Janitors		Actual Salaries
Top Minimum		5 at \$ 74.75
\$74.75 after one year		6 at 75.75
		1 at 76.75
		4 at 77.75
		1 at 79.75
		1 at 80.00
		1 at 90.25
		1 at 91.75
		1 at 93.00
		1 at 105.90
		1 at 108.75
		1 at 120.75
Elevator Operators and Window Washers		Actual Salaries
Top Minimum		1 at \$ 76.75
\$76.75 after one year		2 at 77.75
		4 at 79.75
		1 at 87.75

Government Takes Industry Pulse, Pronounces It Hale And Hearty

Current changes in newspaper technology are the result of two decades of "tremendous growth," according to a government analyst.

C. Norton Grubb, writing in the Commerce Department's quarterly publication, "Printing and Publishing," takes the industry's temperature and finds it bursting with good health.

"Among the major barometers of the health of the industry," Grubb writes, "are newsprint consumption, advertising volume and circulation." These are the readings:

► **Newsprint:** Up 111.3 percent from 1946 to 1966, an increase exceeding the 107.2-percent growth in the Gross National Product.

► **Advertising:** Revenue up fourfold in the same period, to a record 4.88 billion dollars.

► **Circulation:** Up 20.6 percent to 61.4 million exceeding the 19.4-percent growth in the adult population.

"The extent of the dominance of newspapers may be illustrated by comparison with the next three largest media," Grubb noted, citing television's 2.77-billion-dollar advertising yield, magazines' 1.30 billion and radio's one billion, compared to newspapers' 4.88 billion.

"Last year," he added, "newspapers added 420 million dollars in advertising volume while the other three combined added 430 million."

Employment growth has matched the increase in newsprint consumption, advertising and circulation, Grubb reports. It rose 42.4 percent over the 20-year span, to 353,800, exceeding both the 26-percent growth in total U.S. employment and the 23-percent growth in manufacturing employment.

Grubb cited "another important measure of growth"—the value of shipments. Census bureau figures show an increase of 163.2 percent from 1947 to 1965, with the government forecasting a further increase to 173.7 percent when final 1966 figures are in.

"Faith in the industry's future is best expressed by examining the rapid increase in capital investment," Grubb says, noting that such expenditures have topped 100 million dollars annually for the past 10 years and are expected to surpass 130 million this year.

Newspaper advertising revenue continued to advance in the first five months of 1967, according to the American Newspaper Publishers Association's Bureau of Advertising, although at a some-

TV Development To Aid Papers

Montreal, Que.—"Fragmentation" of the television audience resulting from technical advances during the next five to ten years will further strengthen the advertising position of newspapers, according to a leading advertising official.

Herbert D. Maneloveg, media director of Batten, Barton, Durstine & Osborn, told the Newspaper Advertising Managers' Association of Eastern Canada last month that the proliferation of UHF channels, community antenna systems and pay-TV will so fragment the audience that "an advertiser wishing to blanket a market will just have to turn to newspapers."

what slower clip than last year.

Revenue in 52 key cities increased 2.7 percent to \$2,217,800,000. Magazine revenue rose three percent, to \$585,349,346.

Weekly newspapers are sharing fully in the profit bonanza, according to a survey by the National Newspaper Association.

The association's annual cost study showed an average net profit of 8.2 percent on income in 1966, up from 7.6 percent in 1965. Income per subscriber rose from \$31.45 to \$38.94, producing a total estimated income of more than a billion dollars for the nation's 8,003 weeklies.

Calendar Takes A Holiday

Honolulu, Hawaii—Christmas Eve wasn't Christmas Eve and New Year's Eve wasn't New Year's Eve in 1966—at least as far as the Guild's contract at the Hawaii Tribune-Herald was concerned.

That was the burden of a ruling by arbitrator Ted T. Tsukiyama rejecting the Guild's grievance for premium pay on the two holiday eves.

The contract calls for time-and-a-half pay on these two days, but the Tribune-Herald refused to pay it because Christmas and New Year's Day both fell on Sunday and were celebrated for contract purposes on Monday.

Under these circumstances, the arbitrator ruled, employees who worked on the actual holiday eve, Saturday, weren't entitled to premium pay.

"The result may seem overly technical," he conceded, "because no amount of 'contract interpretation' will deter most employees from celebrating Christmas on the traditional Dec. 25 and New Year's Day on Jan. 1, even when they fall on a Sunday."

Seattle Finds How Other Half Lives

Seattle, Wash.—"Thank Heaven for a Guild Contract!"

That was the reaction of the Seattle-Tacoma Guild in a bulletin reporting payroll data furnished by management of the Yakima Herald and Republic, where Seattle-Tacoma is helping a new Guild unit negotiate an initial contract.

The list showed one six-month reporter at \$60, a 2½-year labor and police reporter at \$85, a four-year man at \$105, third-year display salesmen at \$105 and \$110, classified telephone solicitors at \$62.50, part-time "headline writers" and "copy technicians" at \$1.60 an hour.

"Editor & Publisher says that the 'average medium city daily' made profit of 27 percent of revenue last year," the Guild bulletin noted. "If that be true, then this [Yakima] paper must be made of the purest gold."

VANCOUVER — NEW WESTMINSTER NEWSPAPER GUILD MEMBERS:

DON'T SELL YOURSELF SHORT!

This admonition, in 60-point type on an 11-by-17 page, was the cover on a Vancouver-New Westminister Guild brochure issued as bargaining reached a critical point.

Inside were two pages of headlines, graphs and charts reproduced from the Guild Reporter, reflecting major wage gains in other locals and a doubling of the Vancouver papers' rate of profit. The entire GR story and table on Vancouver profit was reprinted.

On the back cover, under the heading, "Where Do We Stand?", was a rundown of present salary minimums for a number of jobs, what they would become under a conciliation officer's recommendations and where that would leave them on the ANG salary ladder: in one case, 90th out of 92 papers; in another 141st out of 143; in a third, 73rd out of 74; in a fourth, 106th out of 107.

The closing admonition, in 30-point type: "Think About It!"

Editorial

The Vanishing Pay Raise

A story in the Guild Reporter's last issue pointed out that if consumer prices continued to climb at the accelerating rate at which they had risen in the previous six months, they would be up a total of 5.5 points, or about five percent, for the year.

They had risen .1 point in February, .2 in March, .3 in April, .3 in May, .4 in June and .5 in July.

The index hasn't quite maintained that breakneck pace in the latest returns. It rose "only" .4 point in August—a month in which lower food prices normally send the index on a downward trip.

In Canada living costs have been rising even more rapidly—2.3 percent in the first seven months of the year, compared to the 1.6-percent U.S. increase.

Already U.S. Bureau of Labor Statistics officials are junking predictions of only a month ago that the cost of living would climb no more than 2.5 to 2.7 percent for the year. Now they are talking—still optimistically—in the three-percent area.

Fueling this high-rise forecast is a continuing and ominous increase in industrial-commodity prices. Up .3 percent in August, they apparently climbed another .2 percent in September, according to preliminary data.

When these prices go up, consumer prices can't be far behind. And unlike many consumer prices, which fluctuate with the seasons, when they go up, they tend to stay up.

The three-percent increase forecast by government officials, like previous predictions, is likely to be conservative. But what would even a three-percent rise mean in terms of Guild members' wages?

By itself such an increase would wipe out a \$3 wage increase for anyone earning \$100 a week, a \$4.50 increase for anyone earning \$150, a \$6 raise for anyone at the once-magic \$200 mark. After paying the increased taxes that go with higher pay he'd be poorer than he was a year ago. And after calculating the average 3.2-percent increase in annual national productivity, he'd be even further behind.

Thanks to a concentrated effort by ANG and Guild locals, Guild wage settlements during the last fiscal year were 50 percent bigger than the previous year. But even the average \$8.77½ increase in wages at the top reporter level during fiscal 1966-67 didn't leave its recipients much—if anything—ahead of the game.

Increases in the cost of living and productivity in 1966 over 1965 necessitated a 6.1-percent wage increase just to keep running, like the Red Queen in "Alice in Wonderland," in the same place.

That means a \$6.10-a-year increase at the \$100 level, a \$9.20 raise at the \$150 plateau and \$12.20 at \$200. How many Guild settlements contained increases like that?

A management offer of \$10 at the top may appear inviting when it is first tossed onto the bargaining table. But negotiators would do well to blink a few times, sharpen their pencils and see if it still retains its luster.

That's what ANG's Contracts Committee has been doing in sending negotiators back to the bargaining table to improve settlements that might have seemed handsome a few years ago.

And with profit indices rising as fast or faster than price indexes, it's a trip that has become not only necessary but productive.

Pickpocket



DATeline: WASHINGTON

Taxes And Spending: The Deadly Game

By WILLARD SHELTON, Washington Guild



PRESIDENT JOHNSON and Congress are locked in a deadly political conflict involving taxes and spending. House Republicans, voting under strict party-line discipline, refused to consider Johnson's proposed 10-percent tax increase until they were assured he would find projects costing five billion dollars that he was willing to dump. They were joined by Chairman Wilbur D. Mills, an Arkansas Democrat, of the House Ways and Means Committee.

For the GOP this presents a made-to-order election issue. If Congress doesn't give the President the tax boost, the budget deficit may run as high as 29 billion dollars. If it does, Johnson can be loaded with the blame for taxes, always an offense to the voters.

Johnson does not readily respond to acts of force, and he was naturally aware of the political implications. He repeated earlier declarations that he couldn't possibly tell what budget items might be cut until Congress completed action on appropriations bills telling him how much he was permitted to spend, and for what.

Mills took the issue to the tax-writing Ways and Means Committee, which voted 20 to 5 not to take up the tax bill. Administration spokesmen countered by spelling out part of what a five-billion-dollar cut might mean—no more work on Engineers Corps and Reclamation Bureau dams, no new construction of federal buildings, and deep, deep cuts in funds for interstate highways. Other potential "savings": expenditures for housing, small-business loans, rural electrification.

The common designation for such expenditures and loans is "pork-barrel" projects, but they might just as well be termed, as they once were, internal-improvement operations. Some members of Congress have more luck in getting internal improvements for their states or districts than others, but this is in the nature of things; they have seniority, or they prepare better cases, or a need is clear. By and large, the so-called "pork barrel" produces useful public projects.

MILLS suggests that he wants to rethink and redirect the course of federal spending. Who wouldn't?

If we could get rid of the 75 billion dollars budgeted for military defense and Vietnam or cut it even a little bit, that would be a substantial saving. If we could get rid of or reduce the 14 billion dollars in interest on the public debt—largely representing past, present and maybe future wars—it might make a demand for five billion dollars in budget cuts look pallid.

We spend five billion dollars for veterans' benefits—and few congressmen would lift a finger to reduce that figure. We spend 4.4 billion dollars for public assistance, nearly two billion dollars for farm benefits, one billion dollars for the Post Office deficit.

The President, to be candid, has only about 21 billion where he can "save money"—and nine billion of that is being allocated by Congress to meet federal payrolls. The space program gets 3.2 billion; another 3.1 billion goes to health and surplus-food programs.

Housing, urban redevelopment and food stamps are wrapped together in a 1.9-billion program, 500 million is scheduled for foreign aid, 500 million for transportation.

THERE is a desperate need to redirect federal spending but not away from the cities and

their transit systems, their housing and their ghettos, the health of their children or from the now almost deserted rural slums.

The House voted on Oct. 4 to return to committee a Labor-HEW appropriations bill with instructions that the appropriations unit cut out some 20 million dollars in excess of the President's budgeted requests, largely for the National Institutes of Health. A saving of 20 million dollars is a far distance from five billion dollars.

A tax-and-spending war between the President and Congress cannot be considered a wholly gratifying conflict, but it is within the nature of our system. Johnson says he needs his proposed tax boost; the members of Congress hate the whole concept.

Perhaps the most useful observation is that something like an ultimatum from the GOP and the Ways and Means Committee to Johnson, warning that from about 21 billion dollars he must strip five billion or he won't get his tax bill, is about the most futile way to try to control expenditures.

The President can't spend any money unless Congress appropriates it, and some time ago he offered to impound two billion dollars after the appropriations are made.

Guild Executive Is Named To Hawaii Labor Board

Honolulu, Hawaii—Fred Lee, administrative officer of the Hawaii Guild, has been appointed to the Hawaii Labor and Industrial Relations Board by Gov. John A. Burns and has been named chairman pro tem.

Lee's appointment to the three-man board, which hears workmen's-compensation appeals, was supported by the Hawaii State Federation of Labor and the International Longshoremen's and Warehousemen's Union, largest union on the Islands.

Lee was elected to the executive board of the state federation's Oahu division at the federation's

first biennial convention last month.

Addressing a convention of the ILWU's Hawaii Local Sept. 28, Lee declared that unity between the Guild and the ILWU has brought "vast improvements" for members of both during the past 10 years.

The ILWU, which represents drivers at the Honolulu Star-Bulletin and Advertiser, has assisted the Guild even where it has "no direct interest," Lee noted, citing help in the recent Hawaii Tribune-Herald strike as the latest example.

Lee read a telegram from ANG Executive Vice President William J. Farson hailing the joint efforts of the Guild, ILWU and other newspaper unions as "a continuing example of the benefits to all in interunion co-operation."

The Guild Reporter

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